

GENERAL PERIODICALS



GC
977.202
F77ELG,
1986-
1988 APR

REFS

✓



General Electric News

JANUARY 9, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 1

See summary
of benefits
changes on
Page 4.

More than 700 attend employee meetings

New work concept needed to compete in world market

"We need to create the future rather than just allow it to happen," said Pat Palmisano, manager of the Fort Wayne Motor Production Operation, in a series of meetings involving more than 700 Motor employees last month.

The purpose of the meetings was to introduce Motor employees to a new work concept that will be implemented at several Motor Production plants, including the Fort Wayne Operation.

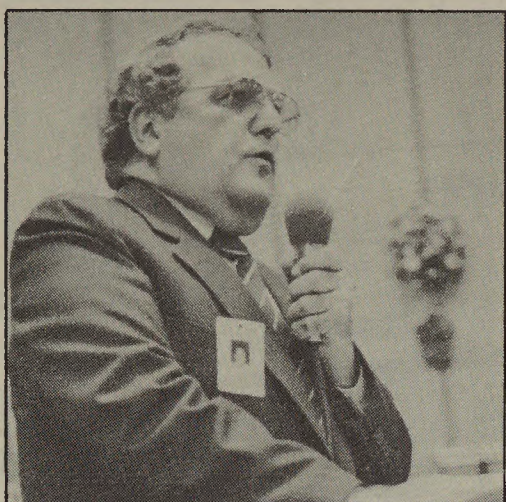
The meetings were opened with introductory remarks by Palmisano and representatives from both IUE Local 901 and IAM Lodge 70. The presentation was reviewed by management and the Bargaining Committees of both Unions prior to the sessions.

The new concept is employee participation: GE management and labor working together to solve issues related to the Motor Business.

Palmisano said the new concept is completely different from the traditional model of management and labor that has been practiced in the past.

"We are getting rid of the 'tell-me-what-to-do' work approach of labor toward management," he said. "At the same time, managers will have to change from a control-oriented style to one that welcomes more employee participation."

"Employees will get involved and



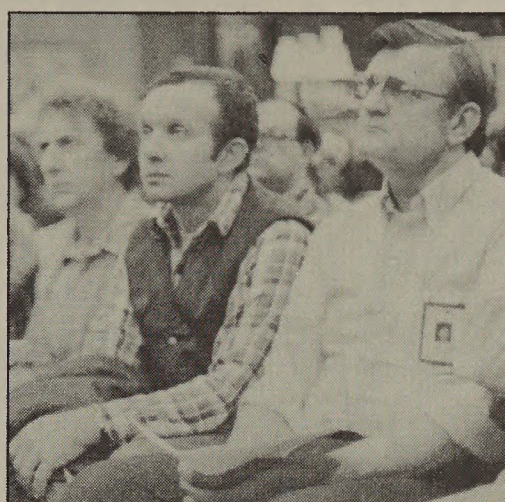
Plant Manager Pat Palmisano and Motor Production employees discuss a new work concept.

know their entire area, and more responsibility will go through the ranks."

Palmisano said employee participation, with everyone doing their part, will prove effective in the Motor Business because of the vast experience of the work force.

"The majority of our employees have 20 or more years experience in making motors," he said. "When it comes to problem solving, nobody knows the workings of this business better than the people who work here."

"What we need to make this concept work is for every employee to come to



work every day with the same excitement they came in with the very first day they worked here," Palmisano said. "If we can combine 20 to 40 years of experience with that first-day desire and motivation, I believe we can compete with any motor manufacturer in the world."

Many successful new companies are starting out with the employee participation concept. Their employees are hired in knowing that they will have a say-so, and it's working, he said.

"Our challenge is that most of us must change from a way of life that we

have gotten used to for 20 years or more. We will have to start thinking about our responsibility as individuals in order to stay in business."

Palmisano appointed Scott Ernst as facilitator. Ernst will be meeting with small groups of individuals to provide groundwork for transition from the traditional way of thinking to the new employee participation way of thinking. Some of the meetings will be held in vacant Building 17-2, as suggested by a member of one of the bargaining committees.

Employees who attended the meetings were given a questionnaire to fill out concerning their initial reaction to the new concept. They were asked to give reasons why they think it will work and problems they foresee in its implementation. Discussion on the results will take place with employees during the next several days.

Palmisano said the success of the project depends on each Motor employee and how willing they are to make it work.

"Each one of us needs to examine the commitment we can give and the sense of ownership we want to feel toward the business. We have to realize that this is *our* business, and that we must adapt to change for our own survival."

Employees see changes in '86 paycheck

1. Gross Pay: A \$1.60 per week cost-of-living increase appeared in nonexempt-salaried paychecks Jan. 3. Hourly-paid employees' 4 cents-an-hour COL increase will be noticed first in Jan. 15 paychecks.

2. Federal Tax: Jan. 1, the federal tax rate changed to reflect the latest index rate adjustment. The rates are adjusted periodically to reflect the inflation rate. The result for many employees will be less money deducted for federal taxes.

3. Social Security Tax: The Social Security rate has been raised from 7.05% to 7.15% of employees' pay. GE's rate of contribution will increase to an amount equal to 7.15% of employees' pay. These Social Security rates apply to wages up to \$42,000. The maximum tax has been raised to \$3,003 from \$2,791.80.

4. Pension: GE pays the full cost of employee pensions on the first \$14,000 of earnings, so there will be no deductions the first part of the year. This is up from \$12,000 last year.

5. LTD Insurance: Rates for Long Term Disability Insurance have decreased for 1986. Hourly-paid employees with 14 or more years of pension qualification service will pay \$5 a week, down \$1.25 from 1985. Hourly employees with less than 14 years of pension qualification service will pay 0.9% of normal straight-time weekly earnings. The 1985 rate was 1.15%.

6. Savings and Security: Participants in the Savings and Security Program who receive a pay increase will see an automatic increase in their contributions to S&SP. Their GE matching payment also rises with pay.

1		2		3		4		5		
GROSS PAY		REGULAR HRS	PREM. HRS	EARNINGS	NIGHT BONUS	FED. WITH TAX	SOC. SEC. TAX	PENSION	DEP. INS.	LTD. INS.
GENERAL ELECTRIC										
DETACH THIS STUB AND RETAIN AS YOUR PERSONAL RECORD OF EARNINGS AND DEDUCTIONS.										
DATE ISSUED		SOC. SEC. NO.		DIV. DEPT. LOC.		COST CENTER		SHIFT		
P. A. INS.		SAV. & SEC.		U. S. BONDS		CREDIT UNION		BANK		PAY NO.
NAME		6								
UNION DUES		CHARITY		VAC. DAYS LEFT		NOT NEGOTIABLE		7		NET PAY
SPECIAL PAYMENTS OR PAYROLL ADJUSTMENT		SPECIAL DEDUCTIONS		AMOUNT		SPECIAL DEDUCTIONS		AMOUNT		
		8								

7. Net Pay: COL increases for hourly and nonexempt-salaried employees and the absence of pension deductions should boost take home pay for employees.

8. Dependents medical coverage: Contributions for dependent coverage go up in 1986 for the first time since 1955. Employees now pay \$3.84 per week, up from \$1.92.

Employees receive S&SP payout this month

Thousands of GE employees this month are being rewarded for their participation in the GE Savings & Security Program during 1982. The three-year holding period ended Dec. 31, marking another S&SP payout time.

Those who chose to have securities delivered to them at the end of the holding period are receiving them in mailings to their homes. Those who elected to have securities transferred to their Retirement Option Account had their ROA credited on Jan. 1.

Included in the mailings are GE stock shares, U.S. Savings Bonds, S&S Mutual Fund units and Long Term Interest Fund units. Each type of security is being mailed separately, so those who invested in more than one will probably receive them on different days of the month.

In late January or early February, every employee who either had a payout in January or had their Retirement Option Accounts credited with additional investments will receive an annual statement of their S&SP account.

The statement will list what was delivered to the participant this January or what was credited to one's Retirement Option Account. It will give tax information about the 1985 tax year for use in filing 1985 tax returns by April 15. It also will show the tax impact of the January 1986 distribution, which doesn't have to be reported until 1987.



Employees enrolled in the Savings and Security Program who are receiving a "payout" this month should keep certificates like any of those shown above. They are valuable and should be kept in a secure place.

No change in LTDI rates for salaried employees

Salaried employees who participate in the Long Term Disability Income Plan this year will pay \$1 a month for each \$100 of monthly benefits. This is the same rate as for 1985.

Like the Long Term Disability Insurance Plan for hourly employees, this is an "experience-rated" plan. Its costs to participants are based to a large extent on the amount of money required to cover the liability for payments to all the salaried employees who have long-term disabilities.

The Long Term Disability Income Plan is designed to provide income to salaried employees when they are disabled beyond the point when their

weekly sickness and accident benefits under the GE Insurance Plan are used up.

The plan assures participants they will have an overall minimum income of 50% of their normal GE earnings until at least age 65. Benefits may continue for life - on a reduced basis after age 65 - if the disability commenced before age 60 and continued to age 65.

Employees may find the "monthly coverage" on which their payroll deduction is based in the schedule of benefits inside the Employee Benefits Plan Document or the Summary Plan Description.

'STAR' award deadline Jan. 15

Employees with sons or daughters who are currently high school seniors are reminded that Jan. 15 is the deadline for applications for the General Electric Foundation's STAR (Student and Teacher Achievement and Recognition) Program.

The "STAR" Program was initiated two years ago by the GE Foundation. It will provide awards of \$1,000 each

to up to 100 high school seniors, and an additional \$500 will be contributed to each winner's high school. Each winner will also have the privilege of selecting a teacher to suggest the use of the Foundation's contribution to the high school. A brochure which includes an application form for the "STAR" Program may be obtained from Gloria Smith, Building 18-3.

Peirce named plant relations manager

John Peirce, employee communication manager, has been appointed plant relations manager for the Fort Wayne Motor Plant Operations. His respon-

sibilities begin Jan. 13.

Peirce replaces Fred Andrews, who has been promoted to manager of employee and community relations in Decatur.

Employees share \$36.7 million in GE stock credits under ESOP

More than 230,000 GE employees, including nearly all those in Fort Wayne, are sharing in a total of \$36.7 million in GE stock as a result of the most recent GE contributions to the GE Employee Stock Ownership Plan in October.

The company payment covers the 1984 plan year. It will result in each employee being credited with \$5.26 worth of GE stock for each \$1,000 of their GE earnings in 1984. This means that employees who earned \$22,000 in GE pay during 1984 will receive ESOP credits worth \$5.26 multiplied by 22, or \$115.72 in GE stock. These credits are being added to any previous credits employees may have received under ESOP.

GE finances the Employee Stock Ownership Plan under a government-encouraged arrangement. It allows the company to provide an amount equal to one-half of 1% of its yearly payroll costs for the purchase of stock for distribution to employees, thus making virtually all employees stockholders in the company.

Credits go into employees' ESOP accounts based upon their earnings the previous year. The stock remains in each employee's account collecting dividends, which are reinvested. Employees receive the accumulated shares at retirement or when they leave the company.

Beginning in 1986, the stock will be credited to ESOP accounts in

February rather than in October, as previously provided. As a result of this change, an employee's new GE shares will earn quarterly dividends paid in April, July and October of that year. Before this change, stock credited in October did not earn any dividends for the year because the October dividends went only to shares on the record in September.

ESOP makes a good tax shelter since the shares and dividends are not taxed until an employee retires. Recent tax reform proposals, however, would eliminate additional ESOP credits for employees if the reforms become law.

The newly announced credits for 1984 earnings provide participants with an average of 2.7 shares of stock. On the average, an employee who has participated in ESOP credits during the seven years of its existence has been credited with an average of 17.0 shares of stock. He or she has also received an additional 3.1 shares as a result of automatic dividend reinvestment, for a total of 20.1 shares.

The current value of the stock received through ESOP by the average employee is about \$1,300. The plan first became effective in 1978. Since that time, GE has provided ESOP participants with a total of over 5 million shares valued currently in excess of \$300 million on the New York Stock Exchange.

Wire Mill employees compare the old and new

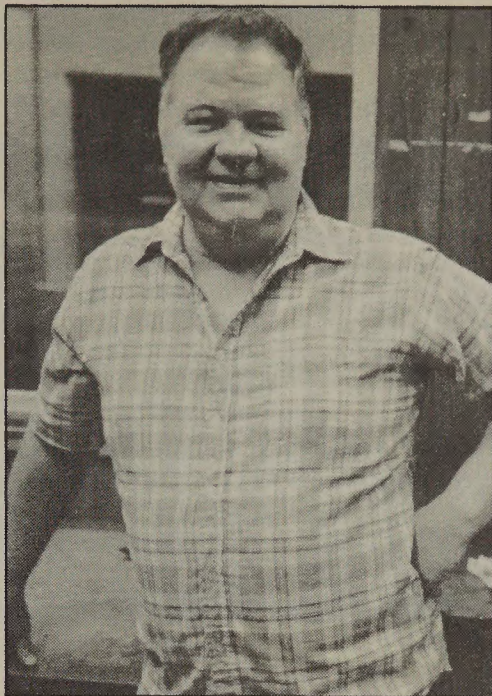
Medical Plan changes require extra steps

In 1984, Eldon White took his doctor's advice and underwent a coronary artery bypass without a second opinion. The GE Plan paid all but about \$700 of the \$5,100 bill. In 1985, the Plan would have paid approximately the same portion of that bill.

However, if White had undergone the surgery with only one opinion in 1986, the Plan would have paid only about \$2,550 of the bill. White's expense not covered as a result of not receiving the second surgical opinion would have been about \$2,550.

The reason is that in 1986, GE employees are required to get at least one other opinion from a board-certified surgeon or internist for certain non-emergency surgeries. The penalty for not obtaining a second opinion is a 50% reduction in surgical benefits.

Employees should read the procedures for Second Surgical Opinion in the information kit sent to them in December. Reading the kit could help them avoid paying thousands of dollars in surgical costs.



Homer Jeffery and Eldon White would have lost a combined total of \$9,550 this year.

In 1984, Homer Jeffery was hospitalized five times, without precertification, for various heart treatments and diagnostic procedures. The GE Plan paid the for the entire \$14,000 bill. The Plan would have paid the entire bill in 1985 also.

However, in 1986, had Jeffery entered the hospital those five times without precertification, the GE Plan would have only paid about \$7,000 of the \$14,000 bill. Jeffery's portion of the bill not covered by the GE Plan would have been \$7,000.

The reason is that in 1986, under the new Hospital Review Program, GE employees are required to follow precertification procedures with the Connecticut General Life Insurance Company before being admitted to a hospital under non-emergency conditions. The penalty for not receiving precertification is a 50% reduction in hospitalization benefits.

Employees should read about the Hospital Review Program in the information kit sent to them in December. This information could help employees avoid paying thousands of dollars in hospital bills.

Eldon White and Homer Jeffery, Wire Mill employees, had heart conditions in 1984. Preceding are comparisons of what the two men did in 1984 to what they would have been required to do for the same illnesses in 1986 under the new Hospital Review and Second Surgical Opinion programs. The comparisons show that employees who do not follow the 1986 procedures could lose thousands of dollars in benefits.

GE Foundation artists to perform

A cabaret performance featuring six GE Foundation Affiliate artists is scheduled for Friday, Jan. 17, beginning at 7:30 p.m. The performance is being held in the Grand Wayne Center and serves as the 1986 Fort Wayne Fine Arts Fund Drive Kick-Off Celebration.

The featured performers are Karen Beardsley, soprano; Ken Radnofsky,

saxophonist; Shizumi Manale, dancer; Rise Collins, actress; Greer Grimsley, baritone; and Stephen Burns, trumpeter.

"These are the same artists that showered us with talent two years ago," said Kathi Nadolny of the Fine Arts Foundation. "We are very fortunate to have GE helping us support such a fine group of entertainers."

She said the group entertained at schools, businesses and retirement centers during their last trip to Fort Wayne. They will do that again this time.

The ticket price for the cabaret performance is \$15 per person. Tickets are available at the Embassy Theatre Box Office until Jan. 16.

GE/RCA tape to be shown

A videotape on the recent GE/RCA merger will be shown during lunch next week for interested employees. The tape lasts about ten minutes and will be shown continuously from 11 a.m. to 12:30 p.m. Tuesday, in the Building 26-2 conference room; Thursday, in the Taylor Street Motor cafeteria and Friday, in the Building 8-1 cafeteria.

Adlets

FOR SALE

- '75 DELTA OLDS, \$300, must sell. 639-3473.
- ELECTRIC GUITAR w-sound equipment, very reasonable. 424-0510.
- HOUSE, 6 rms, garage, fenced yard; ice skates. 428-7741.
- HUMIDIFIER; DEHUMIDIFIER, used once. 447-5098.
- HOUSE, 3 rooms, 8218 Auburn Rd. 749-8627.
- ANTIQUE CAST IRON POTBELLY STOVE, \$100; antique oak rocker, \$80. 632-4733.
- '12 ESCORT, ex. cond., auto. 486-3545.
- '77 PLYMOUTH VAN, 1 ton, ps, pb, air, cruise, best offer. 456-6278.
- HAG CARPET, 8'x8', w-padding, dk grn, like new, \$25. 483-1574.
- MOVING SALE, lvg rm & bdrm furniture, aft. 5 p.m. 447-1127.
- '78 MUSTANG GHIA, V-6, air, auto., \$3,000, ps, pb, AM-FM, 44,000 miles, 483-8817.
- OIL FURNACE & TANK, make offer; hwdwd bunkbeds. 486-4633.

- '78 BONNEVILLE, no rust, low mileage, one owner, \$3,695. 447-2803.
- KITCHEN SET - table & 4 chairs, \$35. 747-5111.
- KITCHEN TABLE, 30"x48", textolite top, wrought iron legs, \$20. 484-7379.
- ANTIQUE OAK ROCKER, for child or adult; antique loveseat plus 2 chairs. 1-632-4733.
- SNOW THROWER, elec., 100' cord, very good cond. 447-4344.
- SUEDE LEATHER JACKET, sz. 40, fl. lined, cost \$85, take \$45. 447-4066.
- NE BUNGALOW, 2 baths, 3 bdrms, picture window, 2 car gar. & openers. 482-8918.
- SNARE DRUM w-stand, case & practice pad, \$125; wt. bench w-extra wts & arm pulleys, \$75. 747-2169.
- HOCKEY SKATES, Bauer Turbos, sz. 7, like new, \$40. 483-0083.
- '70 HOLLY PARK MOBILE HOME, 12'x60'. 639-6411.
- LADY'S SNOWSUIT, sz. 7, grn, used for skiing/snowmobiling, \$35. 485-6974.
- BLOND MINK CAPE, like new, \$200; Christmas wreath, \$10. 485-0102.
- SPALDING TOP FLITE GOLF CLUBS - 4 woods, 9 irons. 485-0567.
- KITCHEN TABLE & CHAIRS, good condition, \$25. 485-5598.

- QUASAR VHS CAMCORDER, 3 mos. old, \$1,250. 625-3679.
- STAMP COLLECTION; coin collection, aft. 6 p.m. 744-5844.
- '80 TOYOTA COROLLA S-R 5, 5 spd., sun-roof. 447-9696.
- '77 COMET, \$1,200. 486-2535.

WANTED

- SHORE-STATION, Cap. 2600#, beam 108", alum. pref. 483-1677.
- PAINTING, inside, free estimates, experienced. 432-3305.
- LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOUND

- KEYS, E. Bdwy. Ext. 3322.

SERVICE

- GENERAL HAULING. 745-0902.
- THE MAIDS OF FORT WAYNE - gift certificates available. 484-4937.
- SWEETCAKES THE MAGIC CLOWN - comedy, magic, live animals. 745-1545.

FREE

- WHITE RABBIT w-cage, to nice home. 485-4034.

Elex Events - Jan.

- 10 Registration deadline for Jan. 14 painting classes. Contact Cindy Doudt, Taylor Street, Ext. 4875, 12"x24", Seascape, \$24.
- 13 Executive Committee Meeting, 4:45 p.m., Elex Office.
- 14 Painting classes, 6-9:30 p.m., 18-1 Conference Room.

Deaths

- Walter S. Mersman, 2301 Fairfield Ave., died Dec. 8. He retired from GE in 1959.
- Otis J. Clausen, 1629 St. Mary's Ave., died Dec. 20. He retired from GE in 1961.

Morey speaks to marketing employees

Imports, cold summer, pricing hurt MBG sales

"Foreign imports of motors built into end products cost the Motor Business about \$33 million in sales in 1985," Roger Morey, vice president and general manager of the Component Motor Marketing Division, said last month.

Speaking to all marketing employees in the GE Club gym, Morey added that MBG sales were also hurt by the coldest summer in 17 years and the inability to achieve price increases in a highly competitive market.

Imports grow

Imports of compressors, machine tools, room air conditioners and other end-products with foreign motors already built into them grew significantly in 1985.

"On the positive side, this is the first year the Component Motor Operation of MBG gained share in a down U.S.

market in almost all segments," said Morey. "But that was measuring only the U.S. customers we sell to. Their share of the U.S. market was down because of imports. We have to deal with the fact that we are in a world market—not a U.S. market. From now on, we will measure our share of the available market for motors on a worldwide basis."

Although MBG's sales volume was down slightly in 1985 from 1984 levels, net income was up. That same trend is expected to continue in 1986, Morey said.

"We want GE to invest in our business so we can remain competitive in our traditional markets and grow our automotive and disk drive business ventures," said Morey. To keep GE's confidence, MBG must produce net income in the short term and is doing just that.

Morey noted that the Motor Business is investing more in plant and equipment than any of its competitors. He also said that GE is willing to continue investing heavily in the Motor Business because it has a strong market position in all market segments and it has "staying power."

Morey said that staying power will be necessary to survive the "shake-out" of domestic motor suppliers that is likely to occur in the next few years.

Morey pointed to the new Customer Service Operation headed by Frank Kurung as a major effort to help GE customers compete in the world market. He said one reason for the new organization is to reduce the number of GE people customers must talk to before they get the answers they want. It also will ensure that someone with the necessary knowledge will be available to respond to customer needs.

In addition to Morey, marketing employees also heard from other managers about elements of MBG's strategy. Guy Rhoades, general manager of the Components Sales Department explained the details of the Customer Service reorganization; Bill Ehner discussed the role of Technology; and John Hofmeister discussed changes in the Production Department.

'Foreign imports of motors built into end products cost the Motor Business about \$33 million in sales in 1985.'

1986 benefits changes make GE jobs more valuable

Many changes were made in the GE job package this year. The changes are designed to help balance the benefits needs of employees with the need to control and monitor health-care costs.

The following is a summary of the changes that took effect Jan. 1. More complete information will be included in the new benefits booklets. They are expected to arrive this month.

Increased pension benefits

- **Contributory portion boosted:** The 3% payroll deduction for the Pension Plan won't start until an employee's earnings for the year reach \$14,000. That is up from \$12,000 last year. As a result, almost every full-time GE employee will gain an additional \$60 in "take home" pay.

The annual pension amount credited to an employee under the regular formula will be 1.3% of the first \$14,000 (formerly \$12,000) of annual earnings and 2.4% of the amount above that.

- **Enrichment of "prior service" credits:** A new formula significantly boosts pension credits of past years for employees whose pensions are determined by the regular pension formula (rather than the guaranteed minimum table).

Insurance Plan coverage improved

- **Vision care benefits added:** New green claim forms will be available for vision care expenses. Benefits for the cost of eye examinations, lenses, frames and contact lenses will be paid up to specified amounts once every 24 months.

- **No deductibles for generic drugs:** As an incentive for employees to use prescribed generic drugs instead of the more expensive brand names, amounts applied to the yearly deductibles will be waived when prescribed generic drugs are purchased. Otherwise prescription benefits will be 85% of reasonable and customary charges and 50% for certain mental treatment prescriptions.

- **100% coverage for use of birth centers:** This is for the facility charges of an approved birth center used for delivering a baby. It will pay 100% of reasonable and customary charges up to the local area average charge for a one-day hospital confinement for a normal delivery. Doctor's and other fees for obstetrics will be covered as in the past.

- **Dependent coverage contributions increased:** The cost of dependent coverage is \$200 a year, or \$3.84 a week. This is up from \$100 per year. It's the first increase for dependent coverage since 1955.

- **Deductibles raised:** The annual deductibles for Type B expenses will increase in 1986 to \$100 per person, up \$50 from last year. The maximum deductible for a family will be \$250 a year. Last year's maximum family deductible was \$125.

- **Hospital Review Program begins:** The new Hospital Review Program will help protect against unnecessary hospitalization. Procedures for pre-certification of non-emergency admissions, length-of-stay reviews and discharge planning must be followed to receive full hospitalization benefits. If the procedures aren't followed, the Plan will only pay 50% of the regular hospital benefits.

- **New Second Surgical Opinion provision begins:** To help protect against unnecessary surgery, certain non-emergency surgical procedures now require a second opinion to obtain full benefits. If a second opinion by a board-certified surgeon or internist isn't obtained, benefits for the hospital, surgeon and assisting surgeon will be reduced by 50%. Emergency surgery does not require a second opinion.

- **Maintenance of benefits in dual coverage begins:** A new "maintenance of benefits" provision went into effect this year to protect against payment of unwarranted benefits when an individual is covered under two employer-group health insurance plans. It affects those with a spouse working for another employer who also has group medical insurance. If the GE

plan is the secondary payer, GE will pay only the difference between the benefits paid by the other plan and the benefits which would have been payable if the GE plan were the primary payer. For children covered under two employer-group health insurance plans, the primary payer is the plan of the spouse whose birthday occurs earlier in the year. This isn't to be confused with age; only the month and day of the birthday.

- **Alcohol/drug detoxification coverage modified:** There is a modification in coverage of expenses for an alcohol or drug detoxification program. Now the plan covers one such program per 12-month period, with a lifetime maximum of three programs for a covered individual.

- **Weekly Sickness and Accident benefits improved:** The maximum for WS&A benefits has been raised to \$250 a week, up from \$225. This applies to disabilities commencing on or after Jan. 1, 1986. The same provision applies to hourly and salaried employees. The \$15-per-week payment previously paid to salaried employees during the first 20 days of salary continuance is discontinued.

- **Schedule of dental payments revised:** The scheduled benefit payments for numerous dental procedures on all three dental schedules (preventive and diagnostic, restorative, and prosthodontic) goes up to reflect higher average dental fees.

- **Orthodontic coverage added:** An important addition to the Dental Assistance Plan is orthodontic coverage for dependent children under age 19. Specific procedures covered and the benefit amounts are listed in the 1986 schedule of benefits. There is a maximum lifetime benefit of \$1,000 for orthodontic procedures for each eligible child.

- **Restorative and prosthodontic benefits improved:** Maximum benefits for restorative and prosthodontic procedures change to \$1,500 over two consecutive calendar years. Previously it was \$750 a year. This change helps those who have extensive dental work of this type within a one-year period.

For someone with high dental costs in one year and low costs the next year, this would provide up to an extra \$750 in benefits.

More options under S&S Program

- **Deferred Pay Account investment choices expanded:** U.S. Savings Bonds became an investment choice in the Deferred Pay Account.

- **Money-Market Fund added:** A new Money-Market Fund has been added to the various Retirement Option Account investment options. The other securities -U.S. Savings Bonds, the Mutual Fund, GE stock and the Long-Term Interest Fund -can be switched into the Money-Market Fund after they go into the Retirement Option Account.

- **Earlier crediting of vacation banking:** Those electing "vacation banking" will have their vacation pay credited to their Retirement Option Account on the first trading day in January of the year in which the vacation is to be banked. Previously, banked vacation pay was credited on July 31 and Dec. 31 of the year of the vacation entitlement. The investments will earn any applicable dividends or interest sooner than before.

ESOP more valuable

- **Earlier crediting adds dividends:** GE stock will be credited to ESOP accounts in February rather than in October, as previously provided. As a result of this change, an employee's new GE shares will earn any quarterly dividends paid in April, July and October of that year. Before this change, stock credited in October did not earn any dividends for the year because the October dividends went only to shares on the record in September.

Training and educational support increased

- **IDP boosted:** The Individual Development Program provides reimbursement at 100% for approved courses up to a total of \$1,500 in a calendar year. This is a 25% increase from the former \$1,200 total.



General Electric News

JANUARY 16, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 2

MBG managers learn strategies for quality

"Our motors must provide our customers with an advantage, not a disadvantage," said Van Williams, MBG executive. He kicked off a week-long series of workshops for managers from all functions of the Motor Business Monday.

The purpose of the workshops is to get managers oriented to Statistical Process Control and the "Excellence Through Quality" strategy.

"We have to help our customers win against tough foreign competition," Williams said. "To do this requires a reduction in costs and an improvement in the quality of the products we make."

Williams said quality improvements must be made through a cultural change in the Motor Business. He said the strategy that will be used to facilitate this change is Excellence Through Quality.



MBG managers discuss ideas to prevent quality failures.

Dennis James, an external corporate consultant who is conducting the workshops, said, "ETQ is not a program for quality like those that have been tried in past years."

"The ETQ strategy is more of an attitude change than anything else," said James. "It contains elements that change the way we look at quality."

A key element of the ETQ thrust that is being discussed at the workshops is Statistical Process Control.

SPC can be compared to preventive medicine: Its purpose is to catch problems before they happen.

"Our traditional approach has been to react to problems in quality," said

James. "Waiting until something is inspected for quality puts us in a failure mentality. We measure our successes by our failures."

"SPC will change us from reacting to failures and will gear us toward preventing mistakes in quality before they happen. With SPC, we will get to the root of our quality problems," he said.

The managers who attend the workshops divide into teams to discuss quality failures and the costs associated with them. Then they look at ways those failures could be prevented.

James said MBG's customers will find the company more attractive to do business with because of the time and money saved by preventing quality failures. In addition, he said, the increased quality of MBG's products will better serve its customer's changing requirements.

Shutdown and holiday schedules established

The 1986 vacation shutdown schedules have been established, according to Bill McShain, manager of hourly and nonexempt relations.

The Motor Production plants at Broadway and Taylor Street (Section 14) and Specialty Transformer will have a three-week big "S" Shutdown from July 21 through Aug. 8 (fiscal weeks 30, 31 and 32).

The Wire Mill and the Aircraft Engine Electronic Controls Department

will have a big "S" Shutdown from July 21 through Aug. 1 (fiscal weeks 30 and 31).

All Fort Wayne Motor Production plants will have a small "s" shutdown on Dec. 22 through Dec. 28 (fiscal week 52) and Dec. 29 through Jan. 4 (fiscal week 53).

The Specialty Transformer Operation, the Wire Mill and AEECD will not have small "s" shutdowns this year.

Employees will be required to take their vacation during the scheduled big "S" Shutdown period. However, the needs of the business may require certain exceptions.

The shutdown dates were announced in conjunction with the holiday schedule for 1986.

Fort Wayne GE employees will get 10 paid holidays this year. Most of them fall so that they create extended weekends for employees to enjoy.

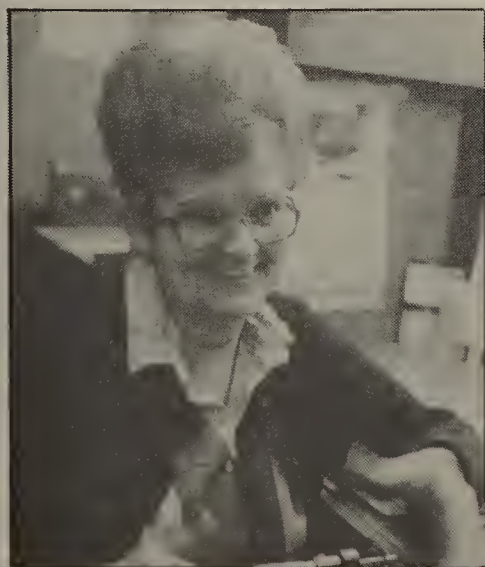
The holiday dates are as follows:

- New Year's day - Wednesday, Jan. 1
- Good Friday - March 28
- Memorial Day - Monday, May 26
- Independence Day - Friday, July 4
- Labor Day - Monday, Sept. 1
- Thanksgiving - Thursday, Nov. 27 and Friday, Nov. 28
- Christmas - Wednesday, Dec. 24 through Friday, Dec. 26.

Employees react to new MBG work concept

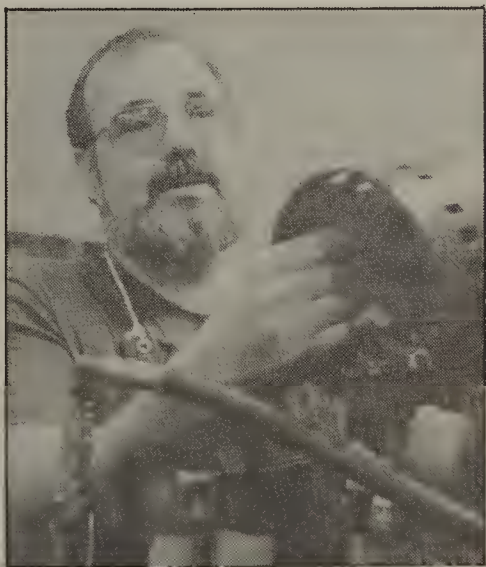
Motor Production employees were introduced to a new work concept that will be implemented at several Motor Production plants, including the Fort Wayne Operation. The new concept stresses participation: GE employees

across all pay classifications working together to solve issues related to the Motor Business. Some Motor employees give their reaction to the new concept in this article.



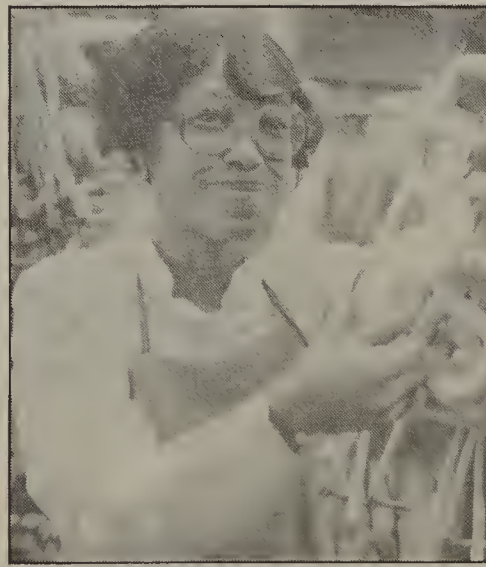
Helen Stahlhut, Building 4-1 contributing

"You have to work to get anything. Nothing is handed to you on a silver platter. If we don't do our share, GE might have to close the Motor Business. They can't lose money on us."



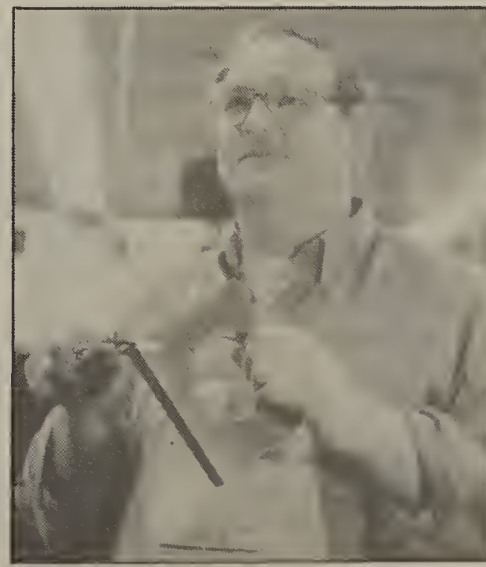
Walt Noll, Taylor Street assembly

"If management listens to us, it will work. It has got to work for the business to keep surviving."



Ada Richmond, Building 6-3 sub-assembly

"We have control of our jobs if we want it. We have to realize that our customers look for quality the same way we do when we go to buy something in a store."



Bob Ream, Building 4-1 Tool Room

"I hope it works, because I want to continue working here. I think GE management is going to have to prove they are behind what they are talking about."

GE employees reminded of severe weather policy

Employees are reminded of the Fort Wayne GE severe weather policy and which radio and television stations to tune in for information about GE production changes.

What to do if severe weather occurs:

Normally, GE employees are expected to work on days when it's snowing, but emergency action may be taken when abnormally severe conditions occur.

• **Motor and transformer production employees:** When a significant number of these employees are unable to report to work, normal production operations cannot take place. In this case, the message will be released to radio and TV stations that "Fort Wayne GE production workers should not report." If there is no such announcement, production employees will be expected to report at the beginning of their regular shift.

• **Wire Mill and ECD employees:** The Wire Mill, which is a continuous shift operation, and the Electronic Controls Department will continue production operations during weather emergencies. Employees will be ex-

pected to report to work if they can do so safely.

• **Other hourly employees:** Certain hourly work, such as tool room and maintenance work, can take place even when production operations are suspended. Employees in these classifications will be advised by their supervisors that they should report to work, if they can do so safely.

• **Salaried employees:** Since production shutdowns seldom prevent salaried personnel from performing their work, they are expected to report if they can do so safely - even when it is announced that production workers should not report.

• **Update telephone numbers:** All employees are encouraged to inform their supervisors of any changes in their telephone numbers in case such weather emergencies occur.

• **Tune in:** AM radio stations asked to make GE weather-related announcements include: WOWO 1190, WQHK 1380, and WGL 1250. FM stations are WMEE 97.3 and WEZV 102. GE announcements also go to television stations WPTA Channel 21, WKJG Channel 33 and WANE Channel 15.



Protection supervisors change locations

Plant Protection Supervisors Dave Osborn, Broadway, and Bob Walt, Taylor Street, will be changing locations Jan. 20, according to Dan Moore, manager of plant protection and security. In addition, Osborn will take care of requests for new door locks or additional keys at both Taylor Street and Broadway.

BRIEFS

Westinghouse closes plant

BELLEFONTAINE, Ohio - Westinghouse Electric plans to close a small-motor plant in Bellefontaine. W. K. Hoge, general manager of the company's small-motor division, said severely depressed and unstable market conditions led to the decision to close the plant.

The Bellefontaine plant now employs 131.

Pittsfield Wire Mill closes

PITTSFIELD, Mass. - GE's Large Transformer Operation (LTO) is planning to close its wire mill in mid-1986. The wire mill shapes and insulates copper rods into wire used in power transformers.

Tom Wise, LTO general manager, said the wire will be purchased from independent suppliers who can provide the volume needed at lower cost than the in-house operation.

The power transformer business, once one of GE's major businesses, has been severely affected by a huge drop in demand as the growth in the use of electricity has slowed. Wise said GE is selling large transformers at the same price as in 1980, despite increases in materials costs of 7% to 9% a year.

Some of the 35 to 40 employees whose jobs will be eliminated by the closing of the wire mill are expected to be hired by other GE operations in Pittsfield.

Frank C. Avila retires with 33 years of service. He began as a chemical engineer in the Works lab. He retires as a development engineer of materials and processing in the Technology Department.



Richard C. Everett retires with 39 years of service. He began as a tool crib attendant in Building 20-2. He retires as a plant engineer in the Area Services Operation, Taylor Street.



Max A. Kimble retires with 45 years of service. He began his career as a requisition clerk in Building 19-2. He retires as a manufacturing engineer in the Specialty Transformer Operation. "Entering retirement is an unknown and is awesome in many respects. But at this important junction the retirement programs developed by the progressive management of General Electric are comforting and reassuring."



Dwight F. Girod retires with 37 years of service. He began as an accounting clerk in Building 18-3. He retires as manager of inventory revaluations and cost analysis at Broadway.



Virginia L. Roe-mer retires with 35 years of service. She began as a winder in the Specialty Transformer Operation. She retires in repair in the Power Supply Operation. "I worked at G.E. in 1942. It was a good place to work, with good benefits. I returned in 1950. Now I will travel and make floral arrangements."



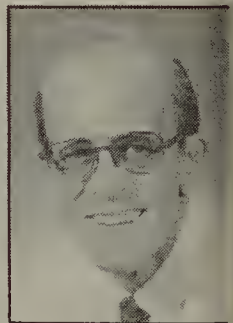
Sol London retires with 43 years of service. He began as a student engineer in Building 18-3. He retires as an engineer in the Technology Department. "Thanks to everyone for all the help over the years."



Horst R. Weinhold retires with 34 years of service. He began as a draftsman in Cincinnati. He retires as a documentation specialist in the Technology Department. "Our plans are to spend time at the lake, travel to Europe and Hawaii, and see our daughters and families in Texas and North Carolina."



Warren E. Berkheiser retires with 44 years of service. He began as a fluorescent assembler in the Specialty Transformer Operation. He retires as a group leader in the Technology Department. "I'll miss the always-challenging work and friendships. S&SF is great! Plan to do some traveling and relax fishing, swimming and doing photography."



Other Jan. 1 retirees are: Donald F. Hoffman, Motor Production, Taylor Street; William J. Clingerman, Specialty Transformer Operation; Betty J. Weimer, Area Services Operation; Harold L. Fritzsche, Technology Department; and Mary E. Ashworth, Motor Production, Taylor Street.

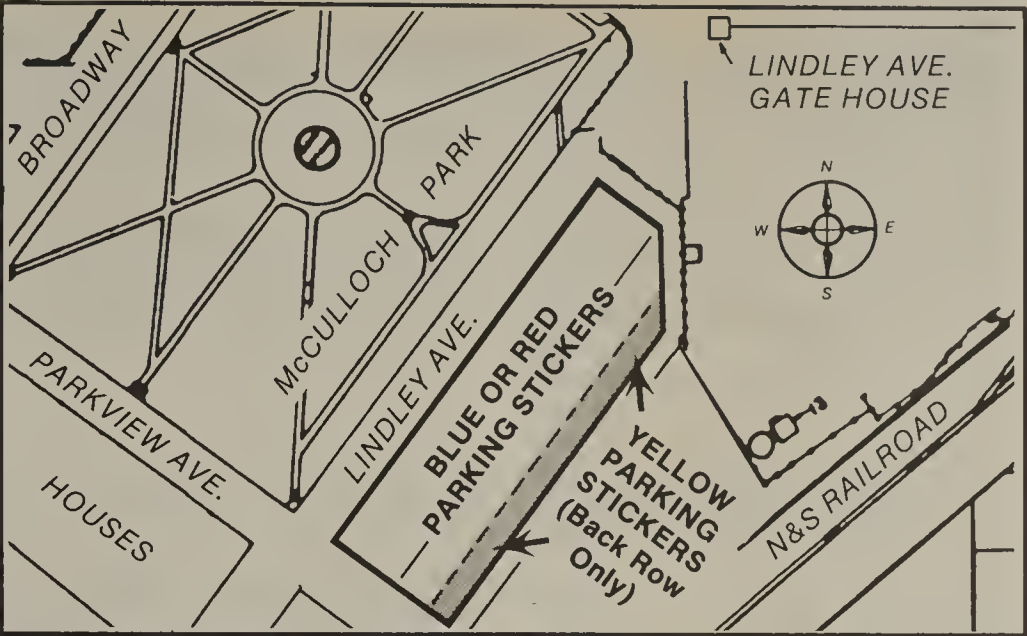
Today is deadline
for cabaret tickets



Shizumi Manale, dancer, and Karen Beardsley, soprano, are two of the GE Affiliate Artists who will be performing in the Grand Wayne Center on Jan. 17.

Today is the last day to purchase tickets for the Friday, Jan. 17 cabaret performance of the GE Foundation Affiliate Artists at the Grand Wayne Center. Tickets are \$15 per person and may be purchased with Visa or Master Card by calling the Embassy Theatre Box Office or the Fort

Wayne Fine Arts Foundation. The performance serves as the 1986 Fort Wayne Fine Arts Operating Fund Kick-Off Celebration. GE helps the Fort Wayne Fine Arts Foundation sponsor the artists as part of its commitment to bring the arts to the community, improving the quality of life for everyone.



Parking change to take effect Jan. 20

Beginning Jan. 20, hourly employees who use yellow parking stickers may park in the back row of the lot currently designated for blue and red stickers along Lindley Ave. Because of the current employment situation at Broadway, there is enough space in this lot for hourly employees to park. This could change in the future.



Travelogue on
Hawaii planned

There will be a travelogue on Hawaii presented at 7:30 p.m., Feb. 17 for those interested in a trip to Hawaii during Shutdown. The trip is being sponsored by the Elex Club and is open to all employees, pensioners and their families and guests. The travelogue will conclude with a question and answer session. Those planning to attend should RSVP Mary Melton, 26-1, by Feb. 7.

Adlets

FOR SALE

- 74 MUSTANG, 4 spd manual trans., stereo, 2300 CC engine, \$295. 432-5838.
- 25" COLOR TV, remote, ex. cond.; complete dkrm, Beseler 12C enlarger, many extras. 432-5201.
- CORRELLE DISHES, wht, 16 pcs., nvr used, \$25. 432-2328.
- 83 CUTLASS SUPREME, AM-FM, air, cruise, lt. blue, \$5,800. 493-6779.
- STEREO-RADIO COMBINATION, ex. cond., mahogany cabinet, \$35. 749-8445.
- IVY TECH AUTO BODY REPAIR & AUTOMOTIVE REFINISHING MANUAL, new. 744-6615.
- WOODEN KITCHEN TABLE w-4 chairs, \$10; 4 pc. bedroom suite, \$150. 456-5265.
- HAMILTON BEACH DUAL SPEED PROCESSOR, like new, \$30. 745-0261.
- MOBILE HOME, 12'x35' in city park, Sarasota, \$9,500. 1-813-953-6980.
- ADJUSTABLE WALKER, like new. 747-9735.
- 77 DODGE COLT, good cond., one owner, low mileage, best offer. 426-8716.
- GE CANISTER SWEEPER w-attach., ex. cond., \$25. 484-5030.
- COLONIAL SLEEPER SOFA, qn sz.; pr. table lamps. 639-6385.
- 76 ASTRE, new radial tires, 42,800 miles, good cond., \$1,200. 485-2520.
- CLOSET ORGANIZER, half price; 6, 15" wheels. 456-7223.

WANTED

- PAINTING JOBS, inside, experienced, free estimate. 432-3305.
- IONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

BEDROOM SUITE, full or queen size. 483-4540.

FOR RENT

DBL HOUSE, unfurn., SW, carpet, bsmt, appl, laun facil, prefer adult, no pet, \$195. 747-0241.

SERVICE

SWEETCAKES THE MAGIC CLOWN - comedy, balloons & more, all ages & occasions. 745-1545.

Basketball

Team	Won	Lost	High Scorer	Total
CC Express	0	4	Randy Jackson	40
Thunder Cats	0	6	John Turner	62
Impossible Dream	2	4	Mike Christ	60
Munchie Emporium	2	3	Phil Saucedo	35
AEED TS	4	1	Paul Johnson	33
Wire Mill	5	0	Jack Starwalt	64
All Stars	5	0	James Moore	65

Bowling

GE Office - 12/5		Small Motor - 12/4	
Leo Lukemire (229,211)	641	Greg Wiley	231
Dave Rodewald (241)	639	Jeff Weiks	225
Tom Schible (216,220)	635	Dave Knepple	216
Joe Bryle	231	Dick Blair	215
Gil Baker	221	Jim Plemens	213
Dave Knepple	215	Ed Fischer	211
GE Office - 12/9		Keith Scherer	221
Dave Knepple ... (237)	637	Apparatus - 12/12	
Bob Jones	211	Steve Scherer	217
Jerry Johnson	234	Walt Nielsen	213/212
Dick Macleod	236	Leo Lukemire	212
Dave Rodewald	209		

Deaths

- Clarence J. Funk, 2812 Adams, died Nov. 25. He retired from GE in 1975.
- Theron Weaver, died Oct. 12. He retired from GE in 1949.
- Edmund J. Kaliker, 4715 Tacoma Blvd., died Dec. 19. He retired from GE in 1967.
- Clarence E. Meeks, 6824 Kanata Ct., died Dec. 19. He retired from GE in 1962.
- Carl W. Relter, 3914 Hiawatha Blvd., died Dec. 19. He retired from GE in 1972.
- Gustave G. Schuerenberg, 2712 Wells St., died Dec. 21. He retired from GE in 1959.
- William H. Straub, 2118 Ontario St., died Dec. 21. He retired from GE in 1959.
- John R. St. Clair, 2505 Hubertus St., died Dec. 23. He retired from GE in 1967.
- Robert L. Klingel, 2414 Hoewelwood Dr., died Dec. 24. He retired from GE in 1985.
- Emery J. Skees, Angola, died Dec. 29. He retired from GE in 1973.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager: Bill McShain
Editor: Vance Meyer

Photography - Rex Mericle; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

- INDICATE TYPE OF AD HERE:
- ☐ For Sale
 - ☐ Ride Wanted
 - ☐ Wanted
 - ☐ Riders Wanted
 - ☐ For Rent
 - ☐ Lost
 - ☐ Free
 - ☐ Found
 - ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Jennings answers questions on 1986 benefits changes

Many questions have been asked regarding the GE benefits changes that took place Jan. 1. Homer Jennings, manager of benefits, answers some of those questions in this article:

Q: How do you determine who is the primary insurer and who is the secondary insurer if both parents have coverage and a child has medical expenses?

A: There is a change in this procedure developed by insurance companies. If both parents have coverage for a dependent, the insurance plan for the parent whose birthday occurs first in the calendar year is the primary insurer. For instance, if you were born on Jan. 30 and your spouse on March 3, your plan would be the primary insurer. The year of birth is not considered in making this determination.

Q: If my spouse and I both work for GE, can our dependents be covered under both plans?

A: No. An individual can be covered under only one GE medical plan.

Q: How do you define "emergency" surgery or hospitalization?

A: The definitions are in your Hospital Review/Second Surgical Opinion Information Kit. A surgical emergency exists when a patient's condition is sufficiently serious to require immediate surgical care, regardless of the hour of the day or night and such care is given while the acute symptoms are present. An emergency hospital admission occurs when a patient's condition is sufficiently serious to require immediate hospitalization regardless of the hour of the day or night, and such hospitalization occurs while the acute symptoms are present.

Q: Do the changes involving Hospital Review and Second Surgical Opinion also apply to pensioners under age 65?

A: Yes. They apply to all who are covered by the Comprehensive Medical Insurance Plan. In addition, pensioners under 65 were reassigned to different insurance carriers. Those residing in Indiana should now send all claims to Connecticut General. Retirees residing in Ohio are covered under the Metropolitan plan. Information kits and insurance carrier change notifications were mailed to pensioners under 65 in December.

Q: What form do you use for vision care benefits?

A: New green Vision Care Benefits Claim Forms are now available. This form should be presented to the optometrist, ophthalmologist or optician at the time the services are rendered. Instructions are on the back of the form, and the address for mailing them to Connecticut General is on the front.

Q: What is the procedure for obtaining new orthodontia benefits?

A: For major dental work such as orthodontia, it is advisable to obtain a predetermination of benefits so that you know how much of the work will be covered.

Each covered dependent is eligible to receive up to \$1,000 in lifetime orthodontia benefits payable according to a schedule. The new benefit booklets will include the schedule of benefits payable for diagnostics, banding and retention visits.

The dentist should work up a treatment plan and submit it to Connecticut General on the same form now used for dental claims. As claims are submitted for diagnostics and initial banding, benefits will be paid. Checks will be issued monthly based on the approved plan to pay for monthly retention visits.

If employees do not pay as they go but choose to pay all the charges up front, they should not assign benefits to the doctor.

S&SP securities mailed separately to homes

Some employees who are enrolled in the Savings and Security Program have wondered why they have received only part of the securities due them in the 1986 payout.

The answer is that the four securities

were mailed on different dates.

Here is the mailing schedule for each:

- U.S. Savings Bonds in \$100 denominations - Jan. 13

- Statements of account for Mutual Fund units - Jan. 13

- Statements of account for LT Fund units - Jan. 13

- GE stock certificates for number of full shares - Jan. 2

Employees whose records indicate they should be receiving one or more of these mailings and don't receive them within 10 days of the mailing date should contact Walt Nielsen, manager of payroll.

Bloodmobile cancelled

The Red Cross Bloodmobile scheduled for Jan. 28 in the GE Club has been cancelled. The Bloodmobile has been rescheduled for Friday, Feb. 7. East/West Broadway and Fairfield employees are encouraged to attend.

New strategies increase sales

Wilner says STO will have good year

Normally, when things don't look good for the nonresidential building business, the Specialty Transformer Operation's business doesn't look good either. That's because a large share of the transformers made by STO goes into shopping centers, office buildings, factories, beauty shops and the like.

Although the forecast for 1986 nonresidential building contracts shows a decline from last year, STO expects to be 7% to 8% ahead of 1985 in transformer sales.

"The reason is that we have entered new areas that will more than offset the downturn in nonresidential construction," said Gary Wilner, STO product manager.

One of those areas, said Wilner, is private branding. This means that GE will sell transformers to companies who, in turn, will put their brand names on them.

Another venture that GE has established is a long-term arrangement with an electrical/electronic equipment manufacturer who uses transformers in its product. STO shares in the company's business plans, strategies and technical expertise.

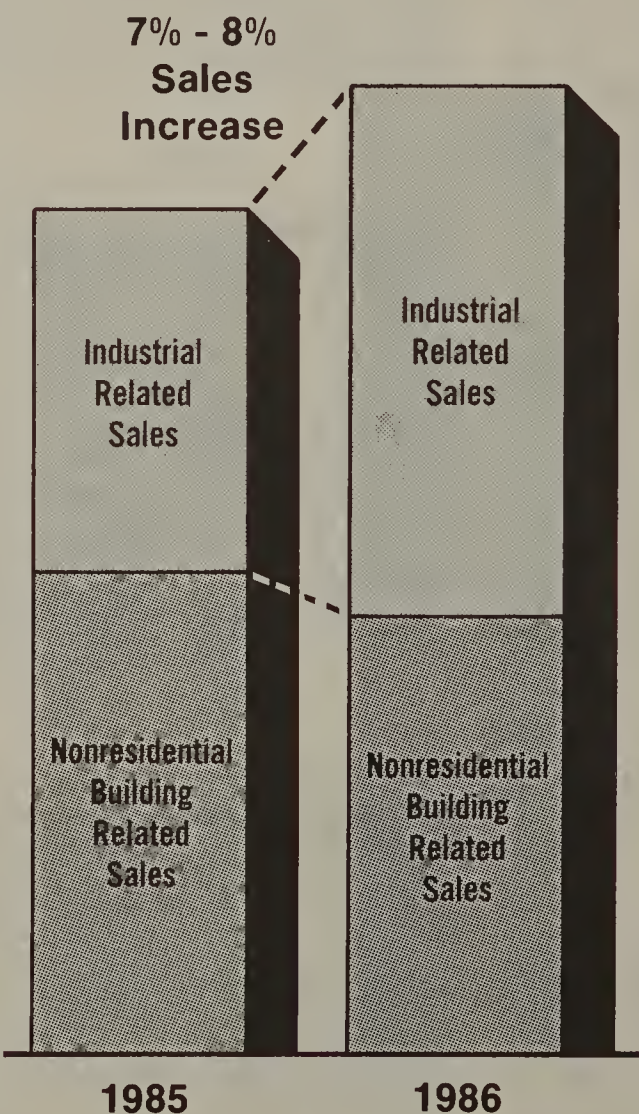
"This particular company is in a high-growth market," Wilner said.

"When that company grows, we also grow."

Nonresidential building construction is normally an "economic indicator" for STO. Other indicators include business equipment, machine tools and producer's durables, which are produced nationally by manufacturers.

Although all of these indicators show a downturn for 1986, STO will still grow as a result of its expanded market development.

Specialty Transformer Operation sales



New profitable business ventures should put STO ahead 7% to 8% in sales in 1986, despite a forecasted slump in nonresidential building contracts.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

JANUARY 30, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 3

Carpenter and Schmitt speak at employee meetings

Union leaders support new work concept

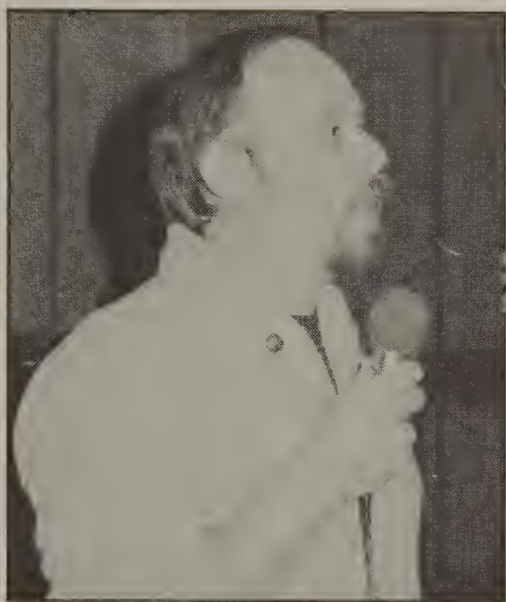
"All of us must work together to save the Motor Business," said John Carpenter, president of IUE Local 901, at a series of meetings involving more than 700 Motor employees in December.

Both Carpenter and Jim Schmitt, president of IAM Lodge 70, spoke at the meetings in support of the employee participation concept being implemented at several Motor Production plants, including Fort Wayne.

The employee participation concept differs from the traditional model of labor and management that has been practiced in past years. Employees will become more involved and know their entire area.

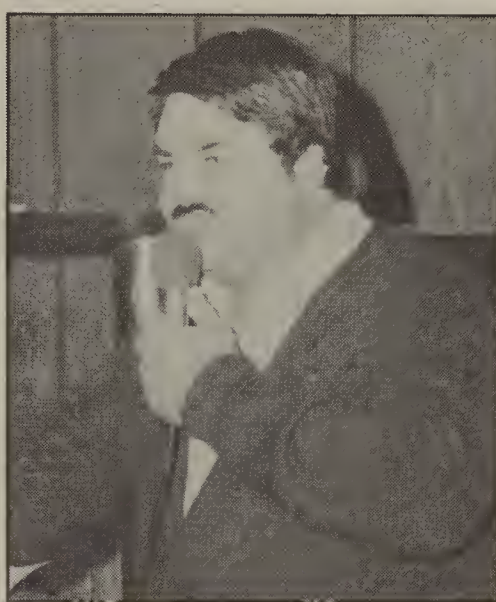
Carpenter said the changes are necessary for the survival of the Motor Business.

"It goes without saying that something must be done," Carpenter said, "and it must be done with everyone participating."



Jim Schmitt, president of IAM Lodge 70 and John Carpenter, president of IUE Local 901 speak to Taylor Street employees about the employee participation concept.

"The job ahead of us isn't easy. It will probably be the hardest task we



have ever undertaken. There will be differences of opinion and some con-

flict.

"But if we all remember that our goals are the same, a common remedy will be found to solve the problems ahead," said Carpenter.

Schmitt said that based on past experience with GE employees, he believes they will make the effort to improve the quality and efficiency of the motors made here.

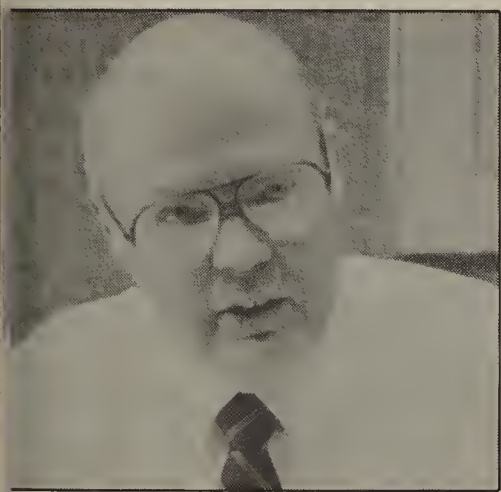
"I have faith in our ability to work together," Schmitt said.

"Most of us realize that this is our business and it takes all of us to succeed."

Carpenter pointed out that although the future isn't certain, people, working together, can create a better tomorrow.

"We will never have a 100% guarantee of the future. But by working as a team to put out a quality motor at a competitive price, we at least lock in a 95% chance of being here for our retirement," he said.

MBG sales forecast not bad despite down markets



Dick Steele, Manager of sales forecasting and marketing research

Although the markets for motors are expected to be down slightly this year from 1985, MBG's sales are forecasted to be about the same as last year.

"The reason is that we are continuing to drive for more share in the markets we currently serve," said Dick Steele, manager of sales forecasting and marketing research.

MBG's two major markets are the consumer market and the commercial and industrial market. Several factors help determine the forecast for these markets.

The consumer market, for example, is affected by housing completions, because most new houses are equipped

with pumps, air conditioners, dishwashers and other such appliances.

According to Steele, housing completions are expected to be down this year, and that will have a negative impact on the consumer market. This negative impact will be somewhat offset by continued demand for appliance replacements.

In determining the forecast for the commercial and industrial market, experts examine the outlook for commercial and industrial construction, producer's durable equipment manufacturing, and plant and equipment spending, all of which drive the need for motors.

"One reason the commercial and

industrial market is forecasted to be down this year is that business is reluctant to invest in new facilities and equipment due to undecided Federal Tax legislation," said Steele.

"Foreign competition is placing pressure on U.S. corporate earnings which, in turn, discourages U.S. businesses from spending."

Steele said the Federal Reserve's tight money policy to keep inflation under control also discourages spending. He further pointed to the U.S. Government taking measures to cut its deficit. He said deficit cuts reduce spending, and government spending is one of the key primers in the U.S. economy.

DPA reduces taxable income

All GE employees should have received their W-2 forms by now. These forms are necessary for filing 1985 personal income tax returns.

Employees who participate in the Deferred Pay Account (DPA) option of S&SP will not see the amount designated for DPA on their W-2 forms. For DPA participants, the gross pay listed will be the total amount of pay after DPA has been deducted. However, DPA is subject to FICA or Social Security taxes and may be shown as such.

Take, for example, an employee who earned \$20,000 in GE wages in 1985 and had 7% of their wages (\$1,400) deferred to DPA.

The gross pay on his or her W-2

form will be \$18,600 (\$20,000 minus the \$1,400 in DPA) in taxable income for 1985. The \$18,600 amount is what the employee will report on his or her 1985 tax forms to the state and federal government.

GE reports to government

The company is required to report to the federal government the amount of pay that is taxable. The amount of DPA deductions will be listed on the Personal Share Statements which employees will receive in the spring. When the DPA savings is distributed, the entire amount will then be taxable. Most employees, however, will probably receive the funds at retirement when they may find themselves in lower tax brackets.

Foreign motor competition causes Franklin to sell plants

Franklin Electric Company of Bluffton plans to sell two Arkansas motor plants, *The Journal-Gazette* reported Jan. 25.

The Arkansas facilities manufacture fractional horsepower motors for heating, ventilating and air conditioning markets.

A spokesperson for Franklin said the plants in Jacksonville and Brinkley, Ark., have been hurt by foreign competition. He said several of Franklin's customers have stopped making room air conditioners in the U.S.

Changing focus

The story indicated that Franklin

will focus its resources on other motor models. These include general-purpose fractional horsepower motors made in Bluffton for industrial and commercial markets. Franklin also manufactures submersible pump motors at plants in Siloam Springs, Ark., and Wilburton, Okla.

The company also has motor plants in Canada and plants in West Germany and South Africa.

Franklin's motor plant and headquarters operation in Bluffton employs about 700 people. Factory workers in Bluffton agreed a year ago to a 5% pay cut and a wage freeze in 1986 in the recent three-year contract between Franklin and IUE Local 802.

Summary Description provides easy language

New benefits booklets coming soon

General Electric employees across the country will soon be receiving new GE employee benefits booklets outlining the more than two-dozen recent improvements in the company's benefit plans.

Shipment of approximately 250,000 sets of the booklets to 475 company locations began on Jan. 20 from the printer in Connecticut. Fort Wayne components will be distributing the booklets to employees within a day or two after they are received.

Each employee will receive two booklets: a Summary Plan Description and

an Employee Benefits Plan Document.

The Summary Plan Description provides summaries of all the major benefit plans in easy-to-read language and is accompanied by helpful charts, examples and illustrations. It is organized so that the user can quickly find the information needed.

The other book, the Employee Benefits Plan Document, contains the complete text of every major GE benefit plan. It serves as the basic, legal document, and is used to determine how a plan may apply in a specific situation.

The covers for all booklets are white with a large GE monogram in color. The editions for hourly employees have a blue monogram. Editions for non-exempt-salaried employees have a green monogram, and those for exempt-salaried employees have a brown monogram. Each edition is plainly labelled at the bottom of the cover.

"Because there are several new provisions—such as the Hospital Review and Second Surgical Opinion programs, new coverages for orthodontics, vision care, and improvements in many other areas—it's particularly

important that each of us has a good understanding of the coverage available to us," said Homer Jennings, manager of benefits in Fort Wayne.

"I urge everyone to take time to review the benefits booklets when they receive them, and to keep the books in a safe, convenient place with other important records.

"If you still have questions about your benefits coverage after studying your new booklets, you can get additional information about benefits from employee relations or through our office," he said.

\$525 million S&SP payout goes to 115,900 people

By participating in the Savings & Security Program during 1982 and keeping their funds in the program for the three-year holding period, some 115,900 current and former GE employees achieved a total payout in January valued at \$525 million.

Many of these people received their investments in the mail at their homes. Others had all or part of their payout credited to their Retirement Option Accounts.

The dollar value of January's distribution is based on 1985 year-end market values of the GE stock cer-

tificates, S&S Mutual Fund units, Holding Period Fund units (distributed as Long Term Fund units), and the maturity value of the U.S. Savings Bonds.

Included were \$98 million in matching payments which GE added to participants' accounts. GE's matching payment can be as much as 3½% of annual earnings.

About \$128 million (24%) of the payout was placed in Retirement Option Accounts of 28,200 employees. By using the ROA, individuals add to retirement income and postpone some taxes.

S&SP prices listed for 'intangibles tax'

The year-end closing prices of S&SP investments to be used in calculating Indiana "intangibles taxes" are as follows:

GE Stock—\$72.75, LT Fund Units—\$11.77, and S&S Mutual Fund Units—\$40.84.

These prices apply to securities owned Dec. 31 as a result of distributions prior to January 1986.

In addition, the "tax cost" for securities distributed this month under the Savings and Security Program will

be listed on the Tax Information Statement being mailed this month.

Employees will need the "tax cost" in the future for reporting gains and losses for tax purposes. Tax Information Statements should be kept in a safe place for future use.

Employees should be aware that GE is required to report all securities payments to the Internal Revenue Service. A cross-reference by the IRS would show that an employee had received taxable securities.

Retirees choose Feb. retirement

Allen A. Brammerlo retires with 34 years of service. He began as a tester. He retires as a senior development engineer in Technology. "I'm looking forward to the things my GE pension is making possible. I'm grateful for all the friends that have made it fun working here."



Justine L. Coudret retires with 43 years of service. She began as a cost detailer at Winter Street. She retires as a specialist of reports and statistics in Building 18-4. "I'm looking forward to retirement. I plan to relax, do some traveling, play golf and go to the zoo with Andy often."



Robert E. Randol retires with 19 years of service. He began as a tester in Building 2-1. He retires as a winder, injector at Taylor Street. "I've enjoyed working at GE; It's a good place to work. I plan to enjoy fishing and whatever else happens."



James G. Witzgreuter retires with 44 years of service. He began as a windings specialist in STO. He retires as a specialist of production control in STO. "I will spend more time bowling, playing golf and fishing. I will miss the people I have worked with."



Theodore W. Bahr retires with 33 years of service. He began as an oiler in Building 20-2. He retires as a mason at Taylor Street. "GE has been good to me over the years. Taking advantage of the savings programs made my retirement easier. My plans for the future are from day to day."



James M. Savio retires with 42 years of service. He began as a messenger in Building 4-6. He retires as a winder in STO. "GE has been a good place to work, with good benefits. I have enjoyed working with co-workers. Now I plan to travel and follow up on hobbies in my retirement."



All '82 S&SP options show gains

1982 Investment	12/31/85 Value (incl. total income)	Gain
U.S. Savings Bonds (\$1,200)	\$1,501	25%
Holding Period Fund (\$1200)	2,055	71%
GE stock (\$1200)	2,869	139%
S&S Mutual Fund (\$1200)	2,294	91%

Example of how each investment option grew

GE employees who made investments in 1982 through the GE Savings & Security Program saw their investments grow during the three-year holding period—regardless of which options they selected.

U.S. Savings Bonds and the Holding Period Fund units provided interest income. GE stock produced dividends and grew in market value; and the S&S Mutual Fund units produced dividends, capital gains, and added market value.

GE stock and the S&S Mutual Fund units posted the biggest percentage gains over the three-year period.

The year-end market value (Dec. 31, 1985) of a GE share on the New York Stock Exchange was \$72.75. This was 152% higher than it was on Dec. 31, 1981—the day before the 1982 S&SP investment year started. At that time it was \$28.81 (on the post-stock split basis). In addition, a share of GE stock held throughout this period would have received \$7.65 in dividends.

The market value of an S&S Mutual Fund unit climbed from \$28.64 on Dec. 31, 1981, to \$40.84 on Dec. 31, 1985—a 43% gain. A Mutual Fund unit held throughout this per-

iod would also have received \$9.50 in income and capital gains distributions.

Example of growth

Above is an example of how each investment option grew during the holding period. It assumes the S&SP participant invested \$100 each month (\$1,200 a year) in one of these options. Bear in mind that while income was earned in each year of the three-year holding period, only the income credited during the first year is paid out when that holding period expires. The rest is received later.

These figures include all interest and dividends earned on reinvested interest and dividends.

Past performance is no guarantee as to what will happen to the future market value of U.S. Savings Bonds, S&S Mutual Fund units, GE stock, or the Long Term Fund units to which the Holding Period Fund units are converted when they are distributed. Before investing in any security under S&SP - or changing a current investment - individuals should review details of the program in the benefits booklets and the S&SP prospectus.

Chart shows when hourly, nonexempt benefits apply

	General Electric Insurance Plan	Dental Assistance Plan	Personal Accident Insurance	Long Term Disability Income Plan	Dependent Life Insurance Plan	Travel Accident Insurance	Emergency Aid Plan	Job and Income Security Plan
When there are DENTAL BILLS		X						
When there are MEDICAL BILLS	X							X
If you become DISABLED	X	X	X	X	X	X	X	X
In case of LAYOFF or PLANT CLOSING	X	X	X		X			X
When you SAVE								
When you RETIRE	X	X			X			X
In the event of DEATH	X		X		X	X		
To meet OTHER NEEDS								X

	Individual Development Program	Employee Product Purchase Plan	Savings and Security Program	Employee Stock Ownership Plan	Stock Redemption Program	Vacation Plan	Pension Plan
When there are DENTAL BILLS							
When there are MEDICAL BILLS							
If you become DISABLED			X	X			X
In case of LAYOFF or PLANT CLOSING	X		X				X
When you SAVE			X				
When you RETIRE			X	X	X	X	X
In the event of DEATH			X	X			X
To meet OTHER NEEDS	X	X	X		X	X	

This chart from the Summary Plan Description of the new GE benefit plans for hourly and nonexempt-salaried employees shows how benefits work together to help employees meet financial needs that arise during various events in life. The benefits booklets will be distributed in Fort Wayne as soon as the supplies arrive.

Adlets

RIDE WANTED

COLUMBIA CITY OR CHURUBUSCO AREA TO TAYLOR STREET, will share. 1-691-3644.

FOR SALE

URNITURE: sofa, chairs, bedroom suite, all ex. cond.; call aft. 5 p.m. 447-1127.
ARGE ORIGINAL OIL PAINTING, framed, \$50. 432-2328.
IE ANTIQUE TOOLMAKER CHEST, very pretty, 20"x13"x9; aft. 4 p.m. 745-5626.
PPROXIMATELY 15.5 ACRES, NE of Ft. Wayne on blk top road; call a.m. 485-8546.
3 CHEV. TRUCK S10, auto, air, V-6, other extras, \$6,700. 432-4798.
10 TOYOTA COROLLA SR5, 5 spd., sun roof, good cond. 447-9696.
10FA & CHAIR, grn, very well built, good cond., clean. 484-3742.
IEW MICHELIN TIRE & WHEEL, 14"; lock gas cap for '80 Granada Ford. 744-6615.
16 PONTIAC ASTRE STATION WAGON, 4 cyl, new rad. tires, 43,000 miles, good cond., \$1,200. 485-2520.
3E ELECTRIC CLOTHES DRYER, \$140. 745-5962.
10BILE HOME, 10'x50' w-screened porch, 10'x30', carport and shed, Venice, FL., \$19,900. 489-3006.
77 TOYOTA CORONNA, 5 spd., good condition, \$1,000.747-1157.
UPER 8 SOUND MOVIE OUTFIT: camera, projector, microphone. 432-5201.
77 COMET, \$1,200. 486-2535.
9" QUASAR COLOR TV, works good, \$100; 2 pr. Chippewa 9" sport boots, nvr worn. 426-8716.
3E MICROWAVE OVEN w-probe and shelf. 489-6258.

'82 CHEV. STARCRAFT CONVERSION, grey, 65,000 miles, best offer. 485-7318.
HUMIDIFIER. 744-5819.
KENMORE ELECTRIC RANGE, \$100. 486-4529.
HUMIDIFIER, portable. 484-6769.
'82 SKYLARK LIMITED, southern car, AM-FM, moon roof, air, \$3,000 or best offer, aft. 6 p.m. 486-4704.
'73 BRISTOL MOBILE HOME, Woodburn Mobile Home Ct. 657-5910.
TIMBER LOTS, 10-20 acres, on state hwy #108, approx. 20 miles north of Texarkana, \$1,000/acre, a.m. 485-8546.
JIMMERSON LAKE COTTAGE, A-frame on corner lot, \$19,800. 432-3305.
'REFRIGERATOR, \$50; elec. floor heater, \$25; sweepers, 2 at \$30 each. 482-8918.
SEARS SNOWBLOWER, 3.0 HP, 20", used one hour. 485-6047.
ANTIQUE LOVESEAT & TWO CHAIRS, \$100; antique oak rocker. 632-4733.
MAYTAG WASHER-DRYER, stacked unit, \$250; will trade for good lawn mower. 447-7367.
KENMORE SWEEPER, tank type, attachments; call aft. 4 p.m. 749-1534.
'77 CHRYSLER NEW YORKER, 4 dr., V8, ps, pb, air, cruise, AM-FM stereo, elec. dr. locks, make offer. 747-3311.
GARAGE SALE, Feb. 1, 8-3 p.m., 7222 Hessen Cassel, counted cross stich and quilting supplies, prices reduced

Bowling

GE Office 1/13/86

Dave Bradford... 650 (246)
Maurice Haines..... 215
Ray Franklin..... 213

Small Motor 1/15/86

Maurice Haines..... 257
Kirk Baker..... 233
Jim O'Bryan..... 220

Apparatus League 1/16/86

Larry Brothers 615 (223,212)
Lee Schnepf 258
Walt Nielsen 234
Kevin Logan 234
Mike Hahn 232
Mike Lipp 221
Leo Lukemire..... 219
Steve Scherer 216
Julian Galvan 212
Tim Amstutz..... 210

WANTED

TOOLS - mech. & woodworking, hand & bench, reasonable. 672-3629.
MALE PARTNER FOR ALL MALE BRIDGE GROUP, 3rd Thurs. each month. 749-0618.
QUEEN SIZE BEDROOM SUITE. 483-4540.
GLASS DOORS FOR FIREPLACE, 9"x20". 447-3106.
LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

OR SALE - THREE ROOM HOUSE, 8218 AUBURN ROAD. 749-8627.

OCEANFRONT CONDO, Gulfstream, Florida. 747-9449.

SERVICE

DENTS & RUST HOLES REPAIRED, reasonable. 422-6665.
SWEETCAKES THE MAGIC CLOWN - surprise visits to full shows; balloons, all ages. 745-1545.

FREE

OLD MAGAZINES: Bee Culture, Popular Science, Popular Electronics. 749-2323.
ELECTRIC STOVE. 627-2429.

Elex Calendar - February

- 4 Executive Board Meeting, 7:30 p.m., Bldg. 18-1, Conf. Rm.

6 Reservation deadline for second shift bingo and luncheon on Feb. 20.

11 Paint class, 6:00-9:00 p.m., Bldg. 18-1 Conf. Rm., 8"x10" "Summer Field", \$13. Reservation deadline 2/7. Mail to Cindy Doudt, TS, Ext. 4875.

17 Executive Committee Meeting, 4:45 p.m., Elex office.
- 17 Hawaii travelogue by Allen Travel, 7:30 p.m., GE Club, no charge. RSVP, Mary Melton, 26-1, Ext. 2672.

19 El Par social evening and election of officers, 11:30 a.m. Al's Restaurant, 2519 Lower Huntington Rd., Waynedale.

20 Second shift bingo & luncheon, 11:30 a.m., Ramada Inn. Reservation deadline 2/6.

26 El Par Board Meeting, 9:30 a.m., Denny's Restaurant, 4916 Lima Road.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale *

☐ Wanted

☐ For Rent *

☐ Free
- ☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found
- ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
The item(s) referred to in this ad are in no way connected with any business venture
Signature _____

In memory

Milton M. Ray, 3429 Taylor Street, died Jan. 20. He retired from GE in 1968.
Stephen J. Miles, LaGrange, IN, died Jan. 20. He retired from GE in 1973.
Clarence E. Henschen, 626 Elmer Ave., died Jan. 18. He retired from GE in 1973.
Mike C. Hosler, 2521 Northway Ave., died

Jan. 14. He retired from GE in 1949.
Patrishia Mae Fruit, New Haven, died Jan. 14. She retired from GE in 1980.
Donald W. Dafforn, Phoenix, Az., died Jan. 11. He retired from GE in 1976.
Donald D. Barlow, Fort Myers, FL., died Dec. 28. He retired from GE in 1981.

Here's how to redeem GE stock shares

The steps to take when redeeming GE stock shares were outlined this week by Homer Jennings, manager of benefits.

Jennings said the procedure is the same as last year.

"Employees who are about to redeem GE stock shares should obtain a copy of the plan from their employee relations office or in the benefits office, Building 18-3. Employees may also refer to the GE Stock Redemption Plan information listed in the new benefits booklets, which will be mailed to employees' homes soon," said Jennings.

Jennings advised employees to study the steps and follow them carefully in order to save a significant delay in turning stock into cash.

Procedure outlined

Here is an outline of the procedure Jennings described.

First, the form on the back of the GE stock certificate should be completed as follows:

1. After the words "hereby sell, assign, transfer unto" on the top line, insert "General Electric Company."

2. Before the word "shares" at the end of the next section, insert the

number of shares to be sold. It can be any number up to and including the number of shares on the certificate.

3. On the line marked "Dated," insert the date the certificate is signed.

4. Below the dateline, the owner or owners should sign their names as they appear on the certificate.

The completed stock certificate or certificates should be mailed to:

**Securities Ownership Services
General Electric Company
P.O. Box 6015
Schenectady, NY 12301-6015**

Jennings said that certificates should be forwarded by registered mail and insured to at least 2% of the market price of the shares being mailed. This is to cover the replacement cost of the certificate if it is lost in transit.

A check covering the sale will be mailed to the owners by Securities Ownership Services. Unless the owners advise SOS in writing of a different address, the check will be mailed to the most recent address in company shareowner records.

"If your current address is different than the address listed on the certificate, you should list your current address on the bottom of the back side

The image shows the back of a GE stock certificate. It contains a section for 'AUTHORIZED SHARES' with checkboxes for 'Full Payment', 'Partial Payment', and 'No Payment'. Below this is a section for 'TRANSFER TO' with checkboxes for 'Full Payment', 'Partial Payment', and 'No Payment'. There is a line for 'Dated' followed by 'JUNE 15, 1985'. Below that is a signature line with the signature 'John H. Smith'. At the bottom, there is a 'NOTICE' section and a 'SIGNATURE GUARANTEED' stamp.

Form on back of GE stock certificate

of the certificate," Jennings said.

He added that under the Stock Redemption Program, stock will be purchased free of broker charges and commissions, but a New York State

Stock Transfer Tax may be assessed. The value paid will be equal to the closing market price on the New York Stock Exchange on the day the properly completed certificate is received by SOS in Schenectady. Proceeds are generally mailed to owners within a week after receipt of the stock certificate.

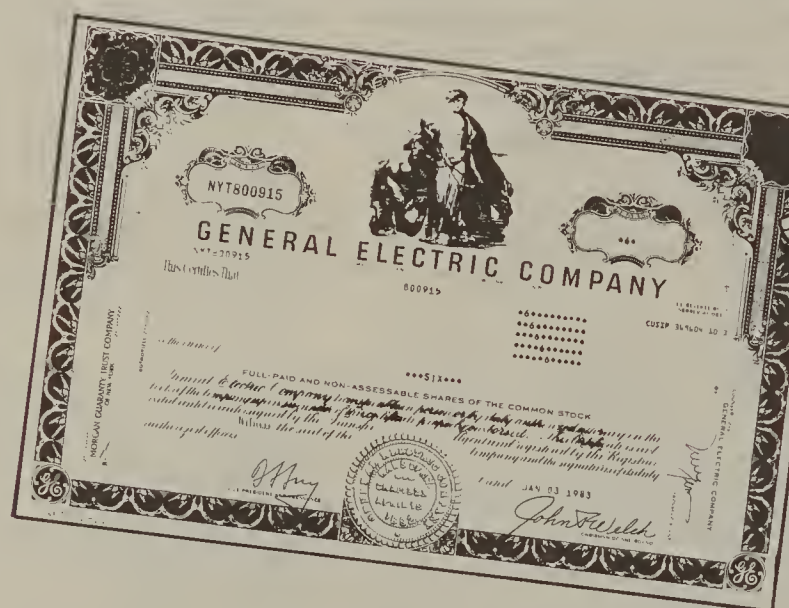
Tax aspects

"It's important to know the tax aspects of redeeming shares," Jennings said.

"If the shares have been held more than 6 months, the owners should report any gain or loss on the sale as long-term capital gain or loss on tax returns.

"Gain or loss should be reported as short-term gain or loss if the shares have been held less than 6 months," said Jennings.

For those who received stock shares under a GE savings plan, the date of ownership is the date the shares were received in a savings plan "payout."



1985 S&SP monthly prices listed

Here is a complete listing of 1985's monthly prices of available investments in GE's Savings & Security Program. These are the prices at which S&SP participants bought shares and units at the end of each month with their weekly or monthly deductions and the company's matching payments.

The Long Term Fund price for the last day of each month is also shown,

as well as year-to-date annual income rates for both the Holding Period and Long Term Funds.

These monthly prices should not be used for income-tax reporting purposes. Every S&SP participant receives Tax Information Statements which provide the data needed for tax returns. These statements should be filed for use when needed.

1985 Month	Stock Price	Mutual Fund Price	Price	Holding Period Fund YTD Annual Income Rate (a)				Long Term Fund YTD Annual Reinvestment	
				1982	1983	1984	1985	Price	Income Rate
Jan	\$60.364	\$33.181	\$10.00	16.5%	13.6%	13.2%	12.6%	\$11.03	10.9%
Feb	\$63.447	\$34.967	\$10.00	16.7%	13.7%	13.2%	12.7%	\$10.80	11.2%
Mar	\$61.881	\$34.449	\$10.00	16.7%	13.7%	13.2%	12.6%	\$10.51	11.2%
Apr	\$59.696	\$34.637	\$10.00	16.7%	13.7%	13.2%	12.7%	\$10.64	11.0%
May	\$59.818	\$34.514	\$10.00	16.7%	13.7%	13.2%	12.7%	\$11.03	11.1%*
Jun	\$60.906	\$36.097	\$10.00	16.7%	13.7%	13.2%	12.7%	\$11.22	11.1%
Jul	\$62.392	\$36.926	\$10.00	16.6%	13.7%	13.2%	12.8%	\$11.10	11.1%
Aug	\$61.591	\$36.318	\$10.00	16.6%	13.7%	13.2%	12.8%	\$11.16	11.2%
Sep	\$59.395	\$35.621	\$10.00	16.6%	13.7%	13.2%	12.8%	\$11.11	11.2%
Oct	\$58.761	\$36.010	\$10.00	16.6%	13.7%	13.2%	12.8%	\$11.17	11.2%
Nov	\$63.544	\$38.038	\$10.00	16.6%	13.7%	13.2%	12.8%	\$11.40	11.3%
Dec	\$69.238	\$40.033	\$10.00	16.6%	13.7%	13.2%	12.8%	\$11.77	11.4%

(a) The "announced" HP Fund Rate was 16.25% for 1982, 13.25% for 1983, 12.75% for 1984, and 12.50% for 1985.

* Note the change in "YTD Annual Reinvestment Income Rate" for May.



Taylor Street employees Guy Hillegass, left, and James Passwater recently received employee suggestion awards from Pat Palmisano, manager of Fort Wayne Motor Production. Hillegass received \$264 for his suggestion that improved data analysis and retrieval of amp connect audits using a computer. Passwater received \$303 for his suggestion which improved the operational capability of IMCW's.



General Electric News

FEBRUARY 6, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 4

Lovinger congratulates employees on 'terrific' job

STO's 1985 results better than expected

"Our results for 1985 were even better than we expected," said Dan Lovinger, manager of the Specialty Transformer Operation, to salaried employees last week.

"Last July I told you that we had to double our productivity rate of the first half, continue to hold and control our base costs, follow through on our productivity programs and add incremental sales with original equipment manufacturers.

"In summary, I said that an 'outstanding' performance was necessary for the remainder of the year, and we accomplished just that," Lovinger said.

He reported that although STO finished the year with sales and prices substantially lower than expected, effective cost-cutting measures and a strong commitment from the workforce helped put the plant margin over the operating plan by 2%.

"I wish we could catch the essence of what we did in 1985 and bottle it," he said. "Everyone contributed to helping us control our costs."

He pointed to efforts by the Transformer Production Operation. Lovinger noted that the Operation achieved an 8% variable productivity improvement over 1984. This performance far exceeds manufacturing-industry averages. Consistent with the business

thrust to maintain STO's position as the absolute quality leader in the industry, internal and external failures, he said, were at the lowest levels in the history of the business.

Transformer Marketing made innovative strides in 1985, Lovinger noted. It got involved in private branding, which means that STO builds its standard products and puts the customer's brand name on them.

"We responded well to our first private-branding order and saw great sales results in the last five months of the year," he said.

Another example of Transformer Marketing's 1985 effort was the establishment of a co-destiny arrangement with an electrical/electronic equipment manufacturer who uses transformers in its product. STO shares in this company's business plans, strategies and technical expertise.

In the program area, Lovinger announced the completion of the bulk of the Qualitran II program, designed to use standard parts and lower costs on large power products.

He said the Transformer Integrated Engineering System (TIES) for large power products was completed. This system allows STO to respond more quickly to customers and be more competitive.

The system to track all parts in the manufacturing process, Shop Floor Control, was another plan completed



Dan Lovinger, STO manager, said last year's performance was "outstanding," and that the 1986 challenge is even greater.

this year, Lovinger said. This plan improves inventory control and the ability to make changes quickly and efficiently.

Lovinger also gave credit in the financial area, as receivable claims were down 17% from 1984 in a very difficult collection year.

The big hit in the Power Supply Operation was the receipt of major development projects from a large manufacturer, he reported.

"These projects proved to be an outstanding achievement, considering their difficult time frame," he said.

He said PSO also regained 100% market position in a major account and managed to keep several other orders on track.

"What can I say? 1985 was just a great performance year - the best in 10 or more years," he said. "Every STO employee is to be congratulated for a terrific job."

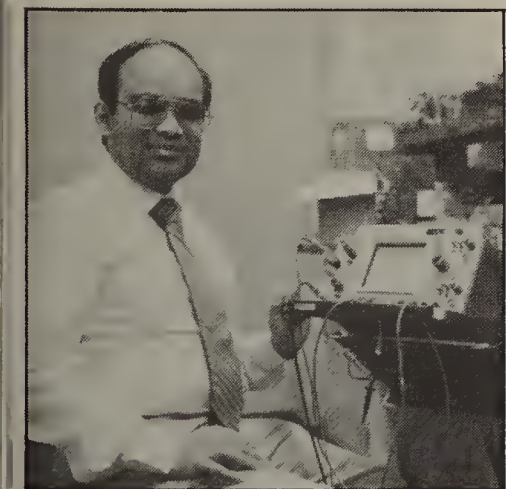
He said transformer's challenges for 1986 include maintaining the base business volume, adding volume associated with new business, such as the private-branding and co-destiny projects, and pulling through the key productivity projects that are loaded in 1986.

In Power Supply, he said one of the major challenges is to stay on target and produce good results in the new major development projects.

"This year presents an even bigger challenge than last," Lovinger said. "Based on the hard work and outstanding achievements of our people from last year, I believe we can accomplish what is ahead in 1986."

Satisfied customers mean job security

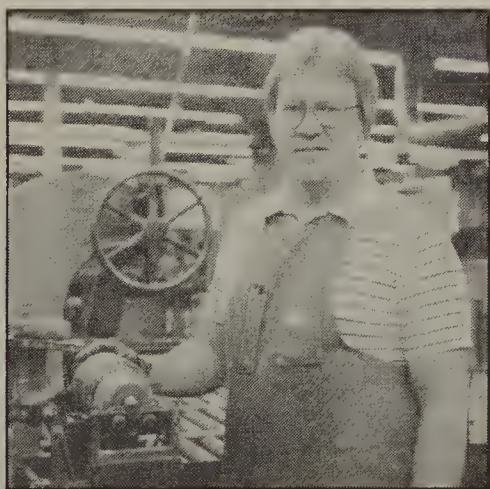
Motor employees tell how and why they contribute



Raj Shah, engineer, Electronic Technology Operation, Building 4-3.

"Because electronically commutated motors are a 'new thing' for our customers, I spend a lot of time explaining to them the capabilities that we have. Together, we have to talk through what GE can do to best meet their needs.

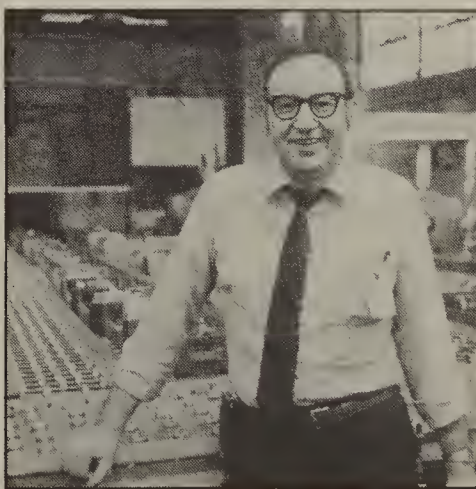
"If the customer's needs aren't met, they obviously won't be satisfied. That could mean delays to allow time for changes or could even mean losing their business."



K. Ratcliff, balancing, Building 4-2

"I usually balance the armatures better than the specs call for so I know for sure the motor won't be sent back. Customers don't want vibration in their motor.

"Any customer - no matter what they are buying - expects quality. If they don't get it, they don't come back."



Billy Woodward, foreman, Building 26-2

"My responsibility is to coordinate the activities of people so we can get the job done with quality and consistency.

"Unsatisfied customers go elsewhere to buy their motors - it's as simple as that. We have to remember that the customer is someone that we need. We have to serve them to the best of our ability for our jobs' sake."



Marlene Smith, end-shields, Building 4-3

"When I machine end-shields, I hold them to the closest tolerance possible so the customer gets the best motor possible. If my end-shield isn't right, the motor won't be right.

"If everybody does their job to the best of their ability, then we will make a good motor for our customers. If our motors aren't the best possible quality, the Motor Business may not be here very long."

New provision in orthodontia benefits helps those whose treatments began prior to '86

The new orthodontia benefits available under the Dental Assistance Plan are perfect for employees whose children (under age 19) begin orthodontic treatment programs this year.

But what about employees whose children started their programs last year and still have related treatments this year?

"There is a special 'transition rule' available to employees in this situation," said Homer Jennings, manager of benefits. "The rule only applies to those who were GE employees on July 1, 1985.

"The rule provides monthly payments on a prorated basis for treatments remaining after the employee's orthodontic coverage is effective. Most employees in Fort Wayne had at least one year of service by Jan. 1, so their coverage became effective on that date. Those who weren't one-year employees by Jan. 1 will not be eligible for the orthodontia benefits or the transition rule until their one-year anniversary date," Jennings said.

The new rule allows benefits for a portion of the lifetime maximum benefit of \$1,000.

Examples of each situation

Here are examples of how the transition rule applies in each situation:

1. An employee who had at least one year of GE service on Jan. 1, 1986: This employee is eligible for the transition rule benefits for all 1986 treatments - up to the maximum amount - relating to an orthodontic program that began before 1986.

For instance, suppose the full treatment program is scheduled for 18 months and started in November 1985. The plan will provide monthly benefits for the 16 months of the treatment that remain after Jan. 1, 1986. Total maximum benefits will be 16/18ths of the \$1,000 lifetime maximum, or \$889.

2. An employee who began working at GE before July 1, 1985, but did not have a year's service by Jan. 1, 1986: In this case, the transition rule becomes available when the em-

ployee completes a year's service. Benefits continue during the remainder of the active treatment period, up to the prorated maximum amount.

For instance, suppose the employee will have a year's service as of February 1986. Also suppose the child's 18-month orthodontic treatment program started in October 1985 (four months before the employee became eligible for the Dental Assistance Plan by acquiring a year's GE service).

In this case, the monthly benefits will begin in February and continue for the remaining 14 months of the treatment. The prorated portion of the \$1,000 maximum benefits will be 14/18ths of \$1,000, or \$778.

3. An employee who began working after July 1, 1985: This employee is not eligible for the transition rule benefits.

The Dental Assistance Plan pays monthly for orthodontic treatments according to a schedule of benefits. This schedule is in the new employee benefits plan booklets.

GE gate schedule

Employees are reminded of the gate schedule for Fort Wayne GE locations:

The Broadway West Gate is open 24 hours a day, seven days a week for pedestrians, and 12:20 a.m. to 6 a.m. Monday through Friday for vehicle traffic. It is also open from 12:20 a.m. Saturday through 6 a.m. Monday.

The Broadway East Gate is open only to pedestrians from 6 a.m. to 5 p.m. Monday through Friday.

The Lindley Gate is open from 6 a.m. to 12:20 a.m. Monday through Friday to pedestrian and vehicle traffic.

The Fairfield Gate is open to pedestrian and vehicle traffic from 10 a.m. to 6 p.m. Monday through Friday.

The College Gate is open from 6 a.m. to 8 p.m. Monday through Friday for pedestrian and vehicle traffic.

The Taylor Street Gate is open 24 hours a day, seven days a week for pedestrian and vehicle traffic.

Work rules help keep GE businesses competitive

Statistics show that the vast majority of Fort Wayne GE employees abide by company work rules, which are necessary to help keep GE businesses competitive, said Bill McShain, manager union relations.

"The rules help protect the rights and interests of employees and the company, as well as help contain business costs. Infractions can add to business costs by requiring the hiring of extra people and adding production and administrative costs."

He said it is important that all employees understand the work rules and the penalties that can be expected if violations occur:

Misdemeanors and negligence

The following violations are examples of misdemeanors and negligent acts:

- All unexcused absence and tard-

iness as stipulated under the Fort Wayne Absenteeism Control Procedure.

- Inefficiency or poor workmanship.

- Loafing on the job and similar abuse of company time (including early quits and clock card line-up).

- Use of abusive, obscene or threatening language.

- Violation of safety rules, such as failing to wear safety glasses or acceptable footwear when and where required.

- Infraction of shop rules, such as operating equipment without authority.

- Leaving one's assigned job or work area without permission of the supervisor, except in an obvious emergency.

In general, verbal warning and progressive written warning notices will be used. Three written warning notices within one year carry the penalty of one week's suspension.

Four written warning notices within one year carry the penalty of discharge.

Serious work rule violations

The following are examples of offenses considered to be of a more serious nature:

- Horseplay.
- Flagrant violation of safety rules.
- Gross carelessness resulting in spoiled work or damaged equipment.
- Reporting to work under the influence of liquor or drugs.
- Flagrant loafing or abuse of time, such as sleeping on the job.
- Failure to return from lunch or leaving the plant without permission of one's supervisor.

The first such offense will result in disciplinary action up to and including a written warning notice and time off. The second offense results in a written warning notice and possible discharge.

Immediate discharge violations

There are certain offenses that are

considered obvious cause for immediate discharge provided the individual's guilt is clearly established. These include, but are not limited to:

- Theft of company or other employee's property.
- Carrying liquor or illegal drugs into the plant, having liquor or illegal drugs in one's possession or consuming liquor or illegal drugs while at work.
- Willful or flagrant destruction of company property.
- Immoral or disorderly behavior on company premises.
- Fighting on company property.
- Willful insubordination, such as refusing to perform a job when directed to do so by the supervisor.
- Possession of weapons on company property.
- Falsification of clock cards or records, including being out of the plant while clocked in or punching the time card of another employee.

Jazzercise classes offered

"Jazzercise classes are being taught by AEECD employee Betsy Wormcastle. The class schedule follows:

Monday and Wednesday, 5-6 p.m. in the GE Club.

Monday and Wednesday, 7-8 p.m. at St. Mark Lutheran Church, Theile Rd.

Tuesday and Thursday, 7:30-8:30 p.m. at the Aboite Child Care Center, Maurane Dr.

The cost is \$3 for a single session, and \$2 per session if the student signs up for four or more sessions. New students who sign up for eight classes get four classes free.

Attire suggested

Students should wear comfortable clothing and tennis shoes or aerobic shoes. They should also bring a mat, carpet or blanket for floor routines.

Registration takes place at the classes.

**Look Your Best
NOW...With
Jazzercise**

**ONE
FREE
FITNESS
CLASS
With this Ad**

For new students
when registering
for one session.

Judi Sheppard Missett's
Jazzercise
"The Original. The Best. The Leader"

For other class times and information call...

627-5585



Videotape illustrates new concept

Motor employees in Fort Wayne attended videotape showings of "In Search of Excellence" last month to aid their understanding of the employee participation concept that is being implemented in Motor Production. Scott Ernst, facilitator, said the videotape shows models of companies that are successful as a result of commitment to a unique philosophy. The session pictured above was held in Building 17-2.

S&S Program helps employees save, invest

This January's \$525 million payout to 1982 participants in the Savings & Security Program has led to some questions from employees who say they'd like to know more about how the program works.

The benefits booklets give complete details, but here is a brief summary of how S&SP can work for employees.

Employees' "basic" investments under S&SP can be as much as 7% of their earnings. This investment is eligible for the company's 50% matching investment which can be equal to as much as 3½% of earnings.

Employees can make additional savings of up to 10% of earnings. These additional savings are not eligible for matching.

The employee's savings are invested, as much as he or she instructs, in one



or more of these investment choices: U.S. Savings Bonds, GE stock, S&S Mutual Fund and the Holding Period (HP) Fund. Part of the employee's

own savings can also be used to buy special low-cost life insurance. Investment choices can be changed to fit the employee's personal needs as often as once a month.

S&SP investments for a particular year are left in a trust account for a specified three-year holding period.

At the end of the holding period, investments are paid out to the employee along with the securities purchased with the GE matching payment; or they can be placed in an S&S Retirement Option Account (ROA). An ROA is a tax shelter that can help build funds for personal goals or extra income at retirement.

Securities in a Retirement Option Account can be switched periodically by the S&SP participant within the rules of the program. A new feature is

a Money Market Fund within the Retirement Option Account.

Employees may also designate a percentage of their savings for the Deferred Pay Account of S&SP. This money is invested as the employee specifies and is held in the Retirement Option Account until the employee retires or terminates GE employment. Taxes on this investment and its earnings are deferred until they are paid out.

GE's employee benefits specialists emphasize that employees are not prohibited from obtaining their money before the holding period of S&SP expires. Funds in the DPA, however, are not obtainable prematurely. Specific conditions for premature withdrawal are listed in the S&SP prospectus.

New savings plans brochure explains Jan. 1 changes

Several new changes in the Savings & Security Program and the Employee Stock Ownership Plan are explained in a special brochure that will be distributed to employees this month.

The brochure contains information and materials to help employees understand the changes in S&SP and ESOP that went into effect Jan. 1.

These new improvements are designed to make the plans more flexible and attractive, and it's very important that they be understood for employees to get full value from them.

In addition to explanations of the changes and examples of how they apply, the brochure lists more than a dozen commonly asked questions and their answers.

Here are highlights of the improvements that are explained in the brochure.

Money-Market Fund is added to the various Retirement Option Account investment options. Employees may invest in the "MM Fund" through a variety of ways, such as investment switching, vacation banking, and through rollover of a lump-sum distribution from a qualified plan by a previous employer. A special folder with the brochure covers the highlights of the Money-Market Fund and lists a toll-free "800 number" employees can use to get more information.

U.S. Savings Bonds new DPA investment option - U.S. Savings Bonds are now an investment choice in the tax-sheltered Deferred Pay Account.

Holding-period payout available in cash - Beginning with the January 1987 S&SP payout, employees will have the option of receiving their holding-period payout in cash rather

than GE Stock, S&S Mutual Fund units or LT Fund units. U.S. Savings Bonds, however, must still be distributed in the form of securities.

Vacation Banking credits made earlier - Employees who elect "vacation banking" will have their vacation pay credited to their S&SP Retirement Option Account on the first trading day in January of the vacation year (usually Jan. 2). Previously, crediting would have occurred on July 31. This means that "banked" vacation credits could begin earning income seven months sooner.

S&SP beneficiary designation requirements changed - Due to changes in the law, designation of a beneficiary for S&SP investments and S&SP insurance other than for the spouse now requires prior written consent of the spouse. This change is retroactive

to Jan. 1, 1985. Employees whose S&SP beneficiary forms may require their spouse's approval will be notified by the company in the near future.

Earlier dividends for ESOP stock shares - GE stock will be credited to the Employee Stock Ownership Plan (ESOP) account in February. It used to be credited in October. As a result of this change, employees' new shares will earn three additional quarterly dividends during the year.

Other provisions explained in the savings plans brochure deal with emergency withdrawals of DPA savings and a new opportunity to "make-up" DPA-designated savings missed during layoff or extended illness.

Changes described in the brochure are in addition to changes in the life-insurance feature of the S&S Program that became effective Oct. 1, 1985.

Adlets

FOR SALE

- 80 TOYOTA COROLLA SR-5**, sun roof, low mileage, stereo radio, clean. 447-9696.
- PROFESSIONAL SIZE CARD TABLE**, 54", inserts, \$75. 485-8295.
- DELUXE TYPEWRITERS**, ex. cond.; ice skates: men's, sz. 9; girls' sz. 5, \$10. 747-3871.
- 72 JOHNSON 125 HP OUTBOARD MOTOR** w-controls & tank, ex. cond. 1-565-3264.
- ELECTRIC ADDING MACHINE** for home or business use, \$100. 637-5488.
- 77 COMET**, \$1,200. 486-2535.
- 82 MUSTANG**, 5 liter, 4 spd., ps, pb, louvers, must see. 484-1646.
- WARDS CHEST FREEZER**, 23 cu. ft.; Wards dehumidifier. 1-351-2729.
- PERSONALIZED POEMS**, perfect for any occasion - esp. Valentine's Day, \$10 and up. 422-5303.
- SILVERTONE ORGAN**, good condition, \$450; call eves. 744-2804.

In memory

- Willie P. Smith**, 728 E. Jefferson, died Dec. 30. She retired from GE in 1959.
- Francis W. McBride**, 9611 Trentman Ave., died Jan. 4. He retired from GE in 1971.
- Helen M. Sheets**, 3430 N. Cedar Crest Circle, died Jan. 4. She retired from GE in 1976.
- Frank Thleme**, Hoagland, died Jan. 26. He retired from GE in 1966.
- Albert L. Thomas**, Hunteertown, died Jan. 23. He retired from GE in 1958.

APPROXIMATELY 16 ACRES NE OF FORT WAYNE, on blk top rd, \$32,000; call a.m. wkdays. 485-8546.

'77 PLYMOUTH STAR DUSTER TRUCK, 4 whl drive. 426-6852.

CHINA CUPBOARD w-3 shelves. 622-7413.

LAZY BOY ROCKERS, 2, grn, ex. condition, \$200. 485-6974.

SERVICE

SWEETCAKES THE MAGIC CLOWN - Valentines' Day - balloons, flowers, candy, more. 745-1545.

PAINTING - free estimates, experienced & insured. 432-3305.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; **Art** - T.C. Schlie;
Adlets - Gloria Smith; **Graphic reproduction** - Paul Christlieb, Darrell Resler.

LOST

COAT MIXUP AT THE MTD BUSINESS MEETING AT GOEGLEIN'S JAN. 29. Navy blue all weather coat w-blk pile lining. If you have the wrong coat, please call Ext. 4802.

Bowling

GE Office (12/16)	Apparatus (1/24)
Tom Schible..... 603 (222)	Karl Hofacker 230
Dave Peek..... 222	
Bob Jones 215	
Steve Scherer 212	

WANTED

LIONEL & AMERICAN TRAINS, any condition. 1-724-8011.

Basketball

WIRE MILL IN FIRST PLACE

All Stars led the first quarter 14-11, but were defeated by Wire Mill 54-40. Leading scorers for the teams were James Moore, All Stars, 14 points; Larry Sordelet, Wire Mill, 12 points.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Several improvements added to pensioner's medical plans

There are several improvements in the medical coverage for GE pensioners age 65 and older who have 10 or more years of continuous service with GE.

These include higher hospitalization and extended-care facility benefits and new coverage for ambulatory surgical facilities, all of which are part of the Medical Care Plan for Pensioners.

There are also improvements in the Prescription Drug Plan, and a new opportunity to purchase health insurance coverage to supplement Medical Part B benefits is being offered by the Travelers Insurance Company.

The Hospital Indemnity Plan has also been improved.

Below is an explanation of each new improvement in GE medical coverage, effective Jan. 1, for pensioners age 65 and older:

Higher benefits during hospitalization - Coverage under the Medical Care Plan for Pensioners for the first day of hospitalization has been raised to \$350, up \$50 from last year. The coverage for two through 60 days has not changed. The plan now pays \$100 a day for hospitalization of 61 to 90 days, up \$25. Pensioners who are hospitalized for 91 or more days now receive \$200 a day, up \$50 from last year.

Keep in mind that many of the pensioners' medical expenses are covered by Medicare. The combination of this government program and GE medical benefits provides good coverage for GE pensioners age 65 and older.

The increased benefit amounts help pensioners pay the initial Medicare hospital deductible and provide much higher protection against costly long-term hospitalization.

Because Medicare has no deductible for the second through the 60th day, the GE benefit amounts provide added cash to help pay for other medical expenses not covered by Medicare.

Higher extended-care facility benefits - GE has increased the amounts it pays for confinements in approved extended-care facilities under the Medical Care Plan for Pensioners. There will be benefits of \$25 a day for the 21st through 100th day of confinement, providing Medicare pays benefits for such days. Benefits of \$10 a day will continue to be payable during confinement in an extended-care facility which extends beyond the 100 days covered by Medicare.

New coverage for ambulatory surgical facilities - There is new coverage through the pensioners' plan that pays for ambulatory surgical facilities approved by the claims payer. Benefits of up to \$400 of reasonable and customary charges, if not covered by Medicare, will be payable in cases of surgery which would otherwise require hospitalization. For example, this would cover such charges as those for the operating room and recovery room, but not the professional fees of a surgeon or anesthesiologist.

Pensioner's Prescription Drug Plan - A new money-saving mail-order program is now available for certain medications.

This program will cover medications taken by a patient on a regular basis over a long-term period for chronic conditions, such as high-blood pressure, diabetes, asthma, arthritis and heart conditions.

The pensioner will conveniently be able to purchase these "maintenance medications" at attractive prices through the mail, normally in a 90-day supply. This way the pensioner will not have to make so many trips to the drug store.

Pensioner's Hospital Indemnity Plan - To supplement the hospital benefits available under Medicare and the GE Medical Care Plan for Pensioners, the GE Hospital Indemnity Plan is optionally available to pen-

sioners age 65 and older. It's also available to the spouses of retirees if the spouses are age 65 or older. The required time for enrolling in the Hospital Indemnity Plan is prior to the insuree's 65th birthday.

The cost to pensioners for this optional coverage is \$3 a month per covered individual, one dollar less than in prior years.

Improvements in this plan for 1986 include an increase in coverage for confinements in approved extended-care facilities. The plan now pays \$25 a day for the 21st through the 100th day, providing Medicare also pays benefits for those days.

Another improvement in the Hospital Indemnity Plan is new coverage for ambulatory surgical facilities. For surgery which otherwise would require hospitalization, the plan will pay benefits of up to \$50 of reasonable and customary charges for the use of the facilities if the charges are not covered by Medicare. Before, these benefits only allowed for days of actual hospital confinement.

Medicare supplement opportunity - The Travelers Insurance Company now provides more comprehensive medical insurance coverage for pensioners.

The plan is available to all pensioners prior to their 65th birthday. There is open enrollment through April of 1986 for all retirees who are age 65 or older. It is especially important to note that the open enrollment period is the only opportunity that already eligible retirees will have to enroll.

The current cost is \$25 per month per individual. Enrollment must be made within 31 days after the 65th birthday.

Additional information on the medical plans for pensioners can be obtained by calling pensioner contacts Chauncey Miller, 428-2210 or Lloyd Stubbins, 428-2211.

Completion of GE-RCA merger expected in '86

The GE-RCA merger is proceeding toward anticipated completion in the second half of 1986. This merger process has several key events which must take place before it is complete.

The merger timetable began with the Dec. 11, 1985, approval by the RCA and GE Boards of Directors of a definitive merger agreement. As with any contract for the sale of property, this agreement - approved separately and unanimously by the two boards - sets out all basic conditions for the merger, including price (\$66.50 per share of RCA common stock), manner of payment (cash rather than stock transfer), options on RCA stock available to GE and many others.

The next key event was the Jan. 13 mailing to RCA share owners of a proxy statement which contained important information about the merger agreement and a proxy asking share owners to vote on the merger.

On Feb. 13, RCA share owners are scheduled to meet in New York City to vote on the merger. Because General Electric stock is not involved in the transaction, GE share owners are not required to vote on the merger.

As with any corporate acquisition, the Justice Department is reviewing the GE-RCA merger for compliance with U.S. anti-trust laws. The Justice Department recently requested information from both companies in addition to that supplied with the December merger agreement.

In addition to Justice Department review, RCA and GE will apply in February to the Federal Communications Commission for permission to transfer licenses of NBC and the RCA communications companies to GE.

For the next several months, both companies will be cooperating with these and other government agencies.

When the regulatory agencies have completed their review of the merger - a process expected to be completed in the second half of 1986 - RCA and GE will file a Certificate of Merger with the Secretary of State of Delaware (the state in which RCA is incorporated), and RCA will officially become a part of General Electric.

Luncheons held in Fla.

Fort Wayne GE employees and retirees have lunch at noon on the first Friday of each month at the Sizzling Steak House, Cleveland Ave., in Fort Meyers, Fla. Call Robert Scher, Punta Gorda, Fla., 813-639-7946.

Retiree dinner held

Retirees residing in or visiting west Florida are invited to attend an annual dinner on Feb. 13 in the Sweden House at St. Petersburg Beach. Reservations should be made as soon as possible by calling Robert Younghaus, 813-681-6299.

Emerson plant takes wage cut

An Emerson plant in Kennett, Mo., has taken an 8.3% wage cut, according to a television news broadcast.

The report said the reason for the cut is that the plant is Emerson's highest-cost facility and that they are being pressured by domestic and foreign competition.

The wage reduction will apparently be accomplished in two phases - February and June - and will be equivalent to 50 cents an hour on the average.

There are approximately 550 employees in the plant. They produce motors for business equipment, tools, electric lawn tools and ceiling fans.

February retirees

The following employees are retiring in February: Betty J. Sapp, STO; Frank L. Staley, Taylor Street; Richard J. Goetz, Building 18; Wayne E. Fulkerson, Wire Mill; Margery J. Droege, Building 6-4; Harold W. Gravit, Taylor Street; Dolores M. Benzinger, Building 4-3.



Employee celebrates 35th anniversary

Marietta Parker, a placer in Building 4-2, received a quartz clock for her 35th anniversary at GE. The clock was presented by Foremen Caheen Murphy and Carl Reinking and General Foreman Claude Sparks.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
Address correction requested

1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



General Electric News

FEBRUARY 13, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 5

Customer Service Operation provides competitive edge

The Motor Business Group has established a new Customer Service Operation as part of the Component Sales Department.

The new operation is designed so that MBG's customers can make one telephone call for order entry, delivery information, order status, expediting shipments, finished goods inventory, product service, method of shipment information, product application information and technical assistance.

Frank Kurung, manager of the new operation, said, "Many customers are reducing their number of acceptable suppliers, and customer service excellence can tip the scales in favor of one supplier over another."

"To be a clear leader, a business must have outstanding customer service. Our goal is to be a world-class leader in this crucial area."

Kurung pointed out that in the past, a customer inquiry has sometimes resulted in several telephone calls between various GE departments and offices.

"It wasn't the fault of our customer service department as much as it was our operating system. Our people didn't have all the resources necessary for them to provide the best possible service to our customers."

"Our new operation is focused to



Linda Fritz, sales specialist, gives a customer "personalized" service over her telephone headset.

serve the customer, and we're going to give our sales specialists all the tools they need to make our customers glad they're doing business with us," he said.

To better understand why customers are demanding the type of services offered in the Customer Service Operation, Kurung said it is helpful to think about what it feels like to get the

run-around in a retail store.

"For instance, say you ordered a shower door and scheduled the delivery during your vacation so you could install it. It's the first day of your vacation, and the store's customer services department can't tell you where the door is or when it is expected to arrive."

"This is aggravating to say the least

and could cause you not to return to that particular store. You may even tell your friends about the poor service," said Kurung.

"We can't afford to put our customers through this kind of treatment any more than a retail store can."

Kurung pointed out that poor customer service is as costly to the Motor Business Group as it is to the customer. The more time spent correcting and expediting, the less time there is to spend productively with customers.

Personalized service

He emphasized that the new operation will continue the personalized customer service GE is known for by directing customers to specific tele-sales teams.

"Our customers will be given an '800-number' to call and should receive the same sales specialist each time. If that particular person is unavailable, another specialist from the team will be able to handle the customer's call," Kurung explained.

"The teams will have a combination of order service and technical support that will allow them to respond faster and give more accurate information to our customers. Our main objective is to provide quality service overall."

Union leader calls AEECD 'real success story'

There were some questions in 1983 when GE announced plans to move the Aircraft Engine Electronic Controls Department operation from Even-ale to Fort Wayne.

After all, the trend in U.S. manufacturing has been to transfer production from old-line manufacturing cities of the Northeast and Midwest to low-cost areas in the Sun Belt. There were few, if any, instances where high-tech businesses were being moved to World War II vintage buildings in the Midwest.

But General Electric, with the commitment of IUE Local 901 leadership, did just that. Today more than 700 people, most of them former Motor Business employees, work in one of the most modern facilities anywhere in the country. In December, Joe Egan, chairman of the IUE-GE Conference Board, toured the AEECD operation with Local 901 leaders to see the success story for himself.

New factory in old shell

Dale Weaver, plant manager, described the challenge AEECD faced in 1983 in trying to build a new factory inside an old shell. AEECD constructed one of the few flexible electronic manufacturing facilities in GE equipped with the latest manufacturing equipment, including laser technology, computerized test equipment and automated transport systems.

"We wanted to create a modern,



"Your work is important," IUE-GE Conference Board Chairman Joe Egan (left) told Tester Rose Johnson during a recent tour of the AEECD facility at Taylor Street. "I fly on these planes quite often," he said. Johnson replied, "I can assure you, when these controls go out of here, they're good!" Egan said, "It's people like you who make it that way." Plant Manager Dale Weaver and GE Union Relations Consultant Dennis Rocheleau look on.

flexible facility incorporating innovative management approaches and state-of-the-art technology," said Weaver. "But it's not just the facilities that are making us successful; it's all of our people. We were looking for a positive

work environment and found it in Fort Wayne. The commitment of Local 901 leadership and the ongoing cooperation of them and our Fort Wayne work force have made it possible for us to create early successes as a business.

People make it work

"People here are responsible for their own quality, and we involve them in the business through communication and participation in decision-making," said Weaver.

Egan told Weaver, "Communication is extremely important. The bottom line is that it won't work without people. We pulled this success story off by a lot of people at all levels working together to make it happen."

Egan said he talked to high level GE management in 1983 about using existing facilities for new products to help keep GE people employed.

"I don't know how much those discussions affected the GE decision to move Aircraft Engine here, but I mention Fort Wayne as a success story of what we are talking about," he said.

Dennis Rocheleau, GE union relations consultant who toured the facility at the same time, said, "It took a lot of hard work on the part of Local 901 leaders and their members, among others, to make it work."

"Many people wondered whether you could bring a high-tech product into an old-line plant in the Midwest and make it work. They've done it here. As a result, a lot of Motor people who otherwise would have been unemployed have good jobs at GE."

Egan replied, "The local IUE membership in Fort Wayne has handled it well. It's a real success story."

Steve Trahin's two daughters attending college

GELP comes in handy for Wire Mill employee

Steve Trahin, Wire Mill, has two very good reasons for recommending GE's Guaranteed Educational Loan Program: Their names are Tammi and Mitzi.

Tammi, the oldest daughter, is a sophomore studying social work at Indiana University, Bloomington. Mitzi is a freshman at Vincennes University. She is studying physical therapy.

"About the time Tammi decided to go to college, I read an article in the GE News about GELP. I began asking around, got the forms I needed and started the ball rolling.

Under GELP, GE provides the guarantee for educational loans to qualifying employees and their children for full-time college study.

'GELP is something a lot of places don't offer'

The student may borrow up to \$2,500 per year for undergraduate study or \$5,000 per year for graduate study. The cumulative total is \$12,500 for undergraduate study and \$25,000 for undergraduate and graduate study combined.

No interest is charged while the student attends school or during the six month period immediately following completion of studies. After that time, the interest rate for new loans is 8%, and borrowers may take up to 10 years to repay as long as the monthly installments are at least \$50.

"This means my daughters can pay off the loans after they get out and get a job," Trahin said. "My philosophy is that youngsters have to learn to sweat



Steve Trahin, Wire Mill, has two daughters who attend college using the Guaranteed Educational Loan Program. "It's an 'extra' that sure comes in handy," he said.

it out a little to get the good out of something."

As is the case with most loans, a family must qualify. In addition to income, such factors as the cost of the school, the number of people in the household and the number of family members in college affect the family's

eligibility for the loan.

Students whose gross adjusted family income is \$30,000 or less qualify for the loans. A limited number of loans are available for families whose gross earnings are more than \$30,000.

Lenders are required by law to charge student borrowers an origina-

tion fee of 5% of the principal amount of the loan, which is deducted from the loan proceeds. On a \$2,500 loan, for example, the fee is \$125.

Process for obtaining GELP

Trahin said the process for getting the loans was simple for him, especially when he went through it the second time for Mitzi.

First an employee must obtain a pre-application form from an employee relations office. The form should be filled out and returned to the employee relations office.

The preliminary form is taken to the personnel accounting office in Building 18-1. There the employee gets a detailed form that is to be completed by the employee, the student and the school the student plans to attend.

Approval of the loan comes from the Chase Manhattan Bank in New York City in the form of a promissory note payable to the student and the educational institution.

GELP an 'extra'

"GELP is something a lot of places don't offer. It's an 'extra' that sure comes in handy," said Trahin.

Oh, there is one other reason Trahin recommends GELP: Jaqueline. This daughter plans to begin nurse's training next year.

Educational benefits now taxable

Employees who submit claims for Tuition Refund Plan or Individual Development Program benefits for courses taken in 1986 could have income-tax deductions made from their reimbursements. That's because the section of the Internal Revenue Code which previously excluded tax on most educational-assistance benefits expired on Dec. 31, 1985.

"Most tuition refunds received by General Electric employees from the Tuition Refund Plan and the Individual Development Program are now considered taxable unless certain requirements are met," says Homer Jennings, manager of benefits.

To help employees understand which educational benefits are taxable and which are nontaxable, Jennings had this explanation:

"Tuition-refund benefits for courses taken to meet the minimum educational requirements for a job

or to qualify for a job in a new trade or business are taxable. But benefits for educational courses which maintain or improve skills required of the employee to meet requirements for the job he or she holds continue to be nontaxable.

"That's a greatly simplified interpretation of the rules," Jennings commented.

He noted that there is a possibility that later this year Congress will reinstate legislation which excludes educational benefits from taxation and make it retroactive to the beginning of the year.

"If that happens, the taxes that have been withheld from employees' benefits may be refunded. But until the law is changed, taxes will be withheld from educational-assistance benefits that are taxable under existing Internal Revenue rules."

Jennings said that if employees have questions concerning this matter, they may contact him at 3260.

Engineers Week planned

Fort Wayne Motor and Transformer engineers will host and attend informational programs in celebration of National Engineers Week, Feb. 15-22.

The engineers will host a group of Homestead High School students on-site to give them a first-hand view of what professional engineers do.

On the 21st, there will be a luncheon at the Grand Wayne Center for persons in the Motor Technology Department. The speakers will be GE engineers Frank Forbes, John Hooker, Ed Cornell, Tom Natale and Clovis Linkous.

Professor Donald W. Novotny of the University of Wisconsin will be speaking to area GE engineers on the contrast between engineering education in the U.S. and Western Europe.

There is an awards banquet scheduled for engineers and guests at Hall's Guesthouse on Saturday, Feb. 22, beginning at 6 p.m. Tickets may be reserved from Jeff Hess, Precision Heat Treatment, 749-5125.

National Engineers Week is in recognition of the contribution engineering and technology have made to the comfort and convenience of the modern age.

If not GELP, then try EELP

Employees who do not qualify for the Guaranteed Educational Loan Program may want to apply for the Employees Educational Loan Program (EELP).

EELP differs from GELP in that it requires no showing of financial need, and the money must be repaid in installments beginning immediately.

These loans must be repaid within 10 years. The interest rate is currently 8½%, but it varies from year to year.

Employees may borrow up to \$2,500 per individual student per year with a maximum of \$10,000 per student and a total of \$15,000 outstanding per employee borrower.

All loans for use during the 1986-'87 academic year must be approved by Dec. 31, 1986.

The minimum rate of repayment per year is \$300.

EELP pre-application forms are available in employee relations offices.

Pensioner Potluck changed

The Pensioner Potluck scheduled for March 11 has been changed to March 17, beginning at 11:30 a.m.

Participants should bring a covered dish and table service.

Causes some misunderstanding

New IRS Form shows taxable income from S&SP distributions, withdrawals

Many participants in GE's Savings & Security Program recently received in the U.S. mail three copies of an Internal Revenue Service (IRS) reporting form, known as a W-2P statement.

There has been some misunderstanding of this mailing because on the form it says it is a "statement for recipients of annuities, pensions, retired pay or IRA payments." Under IRS regulations, GE's Savings & Security Program is classified as a retirement plan.

'85 distributions, withdrawals

This mailing went to all those who received a distribution (payout) or made a withdrawal from S&SP during 1985.

The total amount of the distribution and any withdrawals is shown in box 9, and the resulting taxable income, if any, appears in box 10.

Box 12 shows the amount of taxes withheld if the employee elected to

have taxes withheld from his or her distribution or withdrawals.

If a taxable amount is shown in box 10, then Copy "B" of this form must be filed with the individual's 1985 federal income tax return (due April 15, 1986). Another copy can be used in filing a state or local income-tax return, and the third copy is for one's personal records.

If box 10 is blank

Contrary to what is indicated on this form, it isn't necessary to file it with an income-tax return if box 10 is blank. A blank means the participant had no taxable income in 1985 from his or her participation in S&SP.

Forms with no taxable income in box 10 will not be sent to the IRS by General Electric.

Although IRS Form W-2P is a new method of reporting S&SP taxable income, this information has been given both to S&SP participants and to the IRS in past years.

Prior to this year, S&SP participants received a tax information statement which - along with tax data on the most recent distribution - listed taxable income for the previous year.

This taxable income was printed on Form 1099R at the bottom of the S&SP tax information statement, and there was a note pointing out that the information was being furnished to the IRS as required by law.

While the tax information statement will continue to be provided to all S&SP participants, the new Form W-2P will substitute for the previous 1099R submission of information to the IRS.

The difference now is that, while Form 1099R didn't have to be attached to one's tax return, the new form W-2P does have to be sent along with the '85 tax return unless box 10 is blank.

How taxable income figured

Under the S&SP provisions, an in-

dividual has taxable income on distributions or withdrawals from the program when the value of what he or she takes out of the S&S Program exceeds what the employee has previously contributed on an after-tax basis.

S&SP participants who in 1985 had their distribution (payout) from the 1981 holding period placed in their Retirement Option Account and made no withdrawals in 1985 did not receive a Form W-2P.

Employees able to defer taxes

Those who have their S&SP investments kept in Retirement Option Accounts are able to defer taxes until they retire or leave the company.

Participation in the Deferred Pay Account also provides this advantage.

Employees with questions about the new W-2P form should contact the Personnel Accounting Office.

Adlets

FOR SALE

- DATSUN Z28**, auto, T-tops, & extras, 19,500 miles; call days. 747-4404.
- EARS CONSOLE HUMIDIFIER**. 485-2862.
- GENERAL DUAL STEEL BELTED TIRE**, BR74-14, good cond. 484-7826.
- VE PC. DRUM SET**, \$60; Ajay wt. bench, \$65. 1-636-2918.
- ANTIQUA OAK ROCKER**, \$80; antique oak buffet, \$250. 632-4733.
- PLYMOUTH HORIZON**, 4 dr. hatch, air, auto, 45,000 miles, \$2,700. 424-2973.
- LAND**: approx. 15-1/2 acres, NE of Ft Wayne on blk top road; call a.m. 485-8546.
- ANGLE ROLLAWAY BED**, \$20; galv. 3" vent pipe & elbows. 745-1322.
- NE-THIRD CARAT ARMSTRONG DIAMOND RING**, new, nvr worn, pd \$1,000, sell for \$600; call aft. 7 p.m. 637-2211.
- CITATION**, ex. cond., 4 dr., deluxe int., auto, air, AM-FM stereo, \$3,700. 747-7656.
- OOD GUN CABINET**, pine, holds 12 guns, 2 yrs. old, \$150. 485-1846.
- RAPES**, 2 pr., 136"x86", custom made, ant. satin, sea foam grn; 1 pr. open weave, 100"x84". 432-5838.
- CUTLASS**, ex. cond., new engine, 16,000 miles, best offer. 447-7148.
- CHRYSLER NEW YORKER**, 4 dr., V8, ps, pb, air, cruise, AM-FM stereo, elec. dr. locks. 747-3311.
- REWOOD**. 485-2002.

WANTED

- ONEL & AMERICAN FLYER TRAINS**, any cond. 1-724-8011.
- LDER LADY TO SHARE TWO BEDROOM MOBILE HOME**, \$110/month & 1/2 util., aft. 4 p.m. 447-6782.

FOR RENT

- STERO ISLAND BEACH CLUB CONDO**, Ft. Myers Beach, FL, Apr 5-12, aft. 6 p.m. 483-3966.
- ONE BEDROOM APT.**, clean, private, deposit, refs. no pets, \$245/mo. 749-9411.

SERVICES

- HOUSECLEANING**, Lofton Woods area, experienced, references. 749-5531.
- TAXES PREPARED**, low rates. 486-7441.

In memory

- Raymond P. Saul**, 421 Boltz Street, died Feb. 5. He retired from GE in 1962.
- Howard Hickman**, 3707 Leesburg Road, died Feb. 7. He retired from GE in 1956.

Medical Plan tapes still available

Videotapes are still available for loan to employees who own video cassette players and would like more information about the Hospital Review and Second Surgical Opinion provisions that took affect Jan. 1.

The tapes are available for VHS and Beta machines. Contact Vance Meyer at 3249 to obtain a copy.

CLOSE OUT SALE!

Representatives of GE-sponsored JA companies Kwik Koffee Ko. and Names-R-Us will be showing and selling their company products in the cafeteria, Bldg. 8-1, on Monday, Feb. 17 during lunch. Come purchase fine products and support JA.

'KOFFEE KLATSCH'

Instant Coffee Dispenser

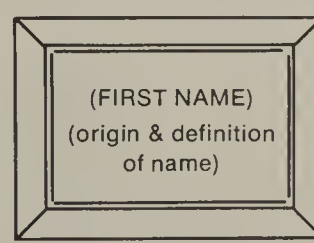


Price Reduced
Was... \$10.50

Now... \$7.00

'NAMES-R-US'

Personalized Name Plaque



Price Reduced
Was... \$5.00

Now... \$2.00

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



Blood pressure checked



Temperature checked



Blood drawn



Energy restored

Crystal Schneider, systems designer at Fairfield, is shown above going through the blood-donating process at Friday's Bloodmobile in the GE Club. Not shown is the hemoglobin testing step. "The process is painless," she said. "This is one way I can help other people."

76 pints of productive blood drawn

Bloodmobile success despite snow, flu

The snow and the flu epidemic didn't hurt the turnout for Friday's Red Cross Bloodmobile at the GE Club as much as officials had feared.

Mearv Ruhl, specialist-personnel administration, who works with Employment Manager Lois Neloms on scheduling the Bloodmobiles, said Broadway and Fairfield employees donated

76 pints of blood.

"This is really an accomplishment considering the obstacles. Red Cross officials told me they were quite surprised at the turnout," Ruhl said.

Sue Dykstra of the Red Cross said she normally dreads snowy days when there is a Bloodmobile scheduled because the turnout is typically low. She

said she felt relieved that the GE Bloodmobile program went as well as it did.

"GE employees have traditionally been dependable donors, and they didn't let us down Friday," Dykstra said.

She said the flu has hurt the turnout at many Bloodmobile locations, espe-

cially at schools.

According to Dykstra, blood donors in Fort Wayne are shared by the patients of 47 hospitals in 36 counties. She said that not one person in the area served by the Red Cross Regional Blood Center has suffered from lack of blood.

Ruhl said GE has voluntarily sponsored Bloodmobiles for many years.

GE NEWSLINE

Schenectady's employment expected to decrease

SCHENECTADY, N.Y. - General Electric's employment in Schenectady is expected to decrease by at least 1,500 in 1986 because of a dramatic "fall-off" throughout the world in the sale of GE power generation equipment. GE employment in this city was about 16,700 at the start of this year.

Steam turbine-generators, gas turbines and large motors are the major products of the Schenectady plant. George Cox, GE group executive, said the markets for these products are "virtually nonexistent" in the U.S. while offshore markets are increasingly being taken over by foreign competitors selling products at lower prices than GE.

He described markets for the few available orders as "a battlefield" in which price is of primary importance. He said foreign competitors such as Mitsubishi, Toshiba, Hitachi, Fuji Electric, Brown Boveri, Alstom and Siemens sold equipment at prices sometimes half of GE's costs.

Foreign companies can offer lower prices because most are subsidized by their home governments. They have lower wages, lower fixed costs and high productivity. The high value of the U.S. dollar in world markets and the attractive financing offered many times by competitors' home governments are other reasons GE finds it difficult to compete for power-equipment contracts in foreign countries.

For the Schenectady businesses to survive, Cox said the plant must continue to cut costs drastically.

Semiconductor Div. consolidates sites

SYRACUSE - GE's Semiconductor Business Division is moving the Syracuse operations of its Power Electronics Semiconductor Department to the division's plant in Research Triangle Park near Raleigh, N.C. There these operations will be consolidated with those of the Custom Integrated Circuit Department.

Increased foreign competition and a sharp drop in sales have hurt GE's semiconductor business. Jim Dykes, the division's general manager, said major changes are needed in this business to "remain competitive in a constantly changing environment."

"This decision comes at a time of severely depressed business, overcapacity in manufacturing and duplication of work," he said. "This is the best time to consolidate operations into one facility and combine work in order to be in the most favorable position when the inevitable upturn occurs."

The North Carolina facility was opened in 1981. It's one of the most modern, state-of-the-art facilities of its kind.

There are currently about 450 employees in the Power Electronics Semiconductor Department's Syracuse operations.

It's expected about 125 will be asked to move to North Carolina and that most of the remainder will have opportunities for other GE jobs in Syracuse. Job & Income Security Plan benefits will also be available to any who are laid off and meet the plan's eligibility.

Du Pont to eliminate more jobs

WILMINGTON, Del. - Du Pont Company, the chemical and energy concern, is eliminating 1,000 to 2,000 professional and managerial jobs over the next two years. The cutbacks will reduce its U.S. salaried work force of 28,000 by as much as 7%.

This is another step in this company's efforts to regain its competitive edge. Last April some 11,200 employees were removed from the payroll.

Import pressures

Du Pont faces cost pressures from imports in such traditional business lines as fibers, and U.S. rivals have eroded its positions in chemical markets.

Competitor's engines to power Delta planes

ATLANTA - Delta Air Lines has ordered 30 new 142-seat MD-88 aircraft from McDonnell Douglas Corp. and taken options on another 50 planes. United Technology's Pratt & Whitney unit, a competitor of GE's Aircraft Engine Business Group, will supply its JT8D-219 engines for these planes.

Boeing was the losing aircraft manufacturer in this competition. Boeing offered its 128-seat 737-300.

Delta officials said they were swayed to the MD-88 by a number of factors, including "better price and other terms."

South Koreans work longest week

South Korean manufacturers, still competition for many GE businesses, have the world's longest workweek. According to the International Labor Organization's latest statistics which covered 28 nations in 1983, the average South Korean worked 54.4 hours each week.

Second was Costa Rica, with 49 hours, followed by Singapore and Sri Lanka, each with 48.9.

The United States, Ireland, West Germany and the Soviet Union were bunched between 40 and 41 hours per week.

The shortest workweeks were reported in Finland (32.8), Austria (33.3) and Poland (35.1).

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.



GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

FEBRUARY 20, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 6

STO No. 1 supplier for new General Motors plants

The Specialty Transformer Operation is the number one transformer supplier for the new General Motors assembly facility on Lafayette Center Rd. Andy Picco, STO field sales engineer, said the GM project will likely be one of Transformer's largest ongoing orders by the time it is completed.

"Most people don't realize that what they see of the site from I-69 is only about half of what is going to be there when the project is finished," Picco said. "GM is going to duplicate almost everything they have built out there so far, and we plan to get the bulk of the transformer orders related to that construction."

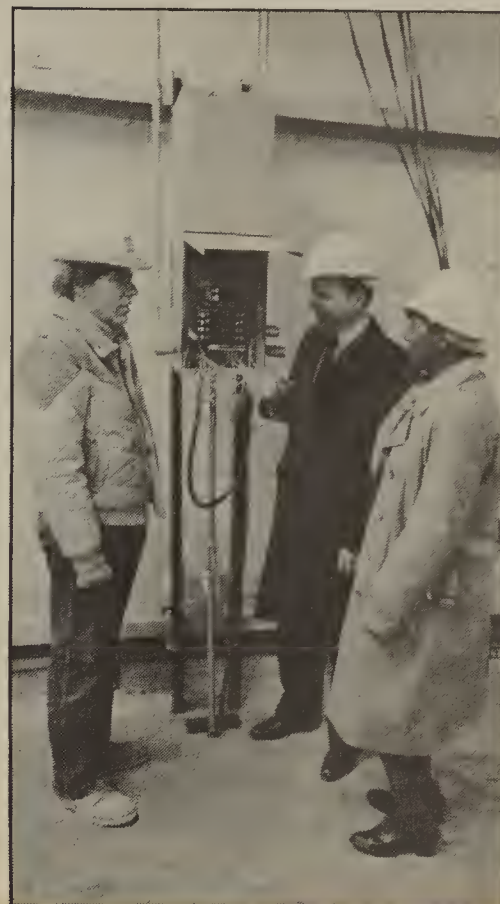
Picco and STO Quotations Specialist Rose Rogers toured the facility last Thursday with Bob Lafferty, GM's resident electrical engineer.

Lafferty said GE was chosen as the primary supplier because it offered a complete line of transformers. Otherwise, he said, GM might have gone to a combination of several suppliers that offered limited-line products to meet specific needs.

"It's simply more convenient for us to deal with one company than several," said Lafferty.

Picco said, "We didn't just happen to have all the products GM needed for this project. They had a number of unusual specifications, and our engineering and production people had to work very hard to get them what they wanted."

As an example, Rogers said STO engineers had to come up with a substitute material for the silicone insulation that goes around leads in Mini Power Centers. She said GM wouldn't allow silicone to be used for fear it might get into the atmosphere and affect the auto-body paint.



(Left photo) From left, STO Field Sales Engineer Andy Picco, Assembler Jan Dawson, Quotations Specialist Rose Rogers and Engineer Chuck Warrix inspect a Mini Power Station scheduled for delivery to the new General Motors Plant on Lafayette Center Rd. Warrix explained some unique designs that went into the MPC's.

(Above) From left, Bob Lafferty, GM electrical engineer, Picco and Rogers inspect a Mini Power Center installed in one of the GM buildings.

She also recalled spending hours with engineers Chuck Warrix and Al

Iversen trying to find OSHA-orange paint for some of the Mini Power Centers that were going to be used for emergency backup power.

"This is the first time we have deviated from the traditional grey," Rogers said. "Our people had to hand-spray the centers instead of running them through the automated process."

STO's granddaddy project for GM was the development of "saddlebags," which put the primary and secondary-voltage wiring on each side of the transformer. Rogers explained that this makes hookups easier for the GM engineers.

"GM is the only one of our customers using the saddlebags. We haven't even put them in our catalog yet," Rogers said. "As a matter of fact, some of our people call it our General Motors transformer."

Lafferty said, "We realize GE went the extra mile for this project. That is why we chose them over the competition."

He said when choosing a supplier for such a project, GM looks for a company that can meet its specifications, give on-time delivery and

provide the right contact people to call for problems during the engineering and construction stages. "We felt GE offered the best balance of these criteria," he said.

Picco said General Electric had been the supplier for other General Motors projects in the past. He said when plans were announced for the Fort Wayne project in 1984, he, Bob Ratcliffe, manager of project construction markets at division headquarters, and others went to Detroit to reinforce GE's commitment to be a viable transformer supplier for this and other GM projects.

GE has also been chosen as the primary transformer supplier for a GM plant in Fairfax, Kan., Picco said.



STO's Rose Rogers and Andy Picco (right) welcomed Dave Moffitt of Barton Malow Construction and Bob Lafferty of GM to Fort Wayne by presenting them with T-shirts manufactured by an STO-sponsored Junior Achievement Company.

'... our engineering and production people had to work very hard to get them what they wanted.'

Money Market Fund new for ROA participants

General Electric employees who participate in the Retirement Option Account of the Savings and Security Program can add a new Money Market Fund as one of their investment choices.

Experts point out that both conservative and aggressive investors will find benefits in the MM Fund. For the conservative investor, it provides cautious investment strategy for earning high current yields while preserving principal. For the aggressive investor, the Fund's competitive yields, combined with its stable share value, make it a good complement to other ROA investments, which fluctuate in value.

The officials who manage the MM Fund invest in high-quality, short-term money market instruments issued by financial institutions.

ROA participants are able to invest in the MM Fund through a variety of ways. They are:

- By switching the investments they have made in other ROA options, such as Long-Term Fund units, U.S. Savings Bonds, Mutual Fund units and GE Stock. Regular ROA and Deferred Pay Account investments can be switched. Participants may switch 25%, 50% or 100% of any of these investments into the MM Fund at any time they choose, up to four times per calendar year. It's important to note that the switching option does not apply to HP Fund units held in the Deferred Pay Account.

- Through Vacation Banking.
- Through rollover of a lump-sum distribution from a qualified plan offered by a previous employer.

Fidelity Investments manage Fund

The trustees of the Savings and Security Program selected Fidelity Investments of Massachusetts to manage MM Fund investments through their Fidelity Money Market Portfolio. All employee records will continue



to be maintained by General Electric, and GE will prepare all employee statements.

May switch out

Officials note that, like any ROA investment, MM Fund contributions may be switched to the other options. The four-times-per-year limitation applies.

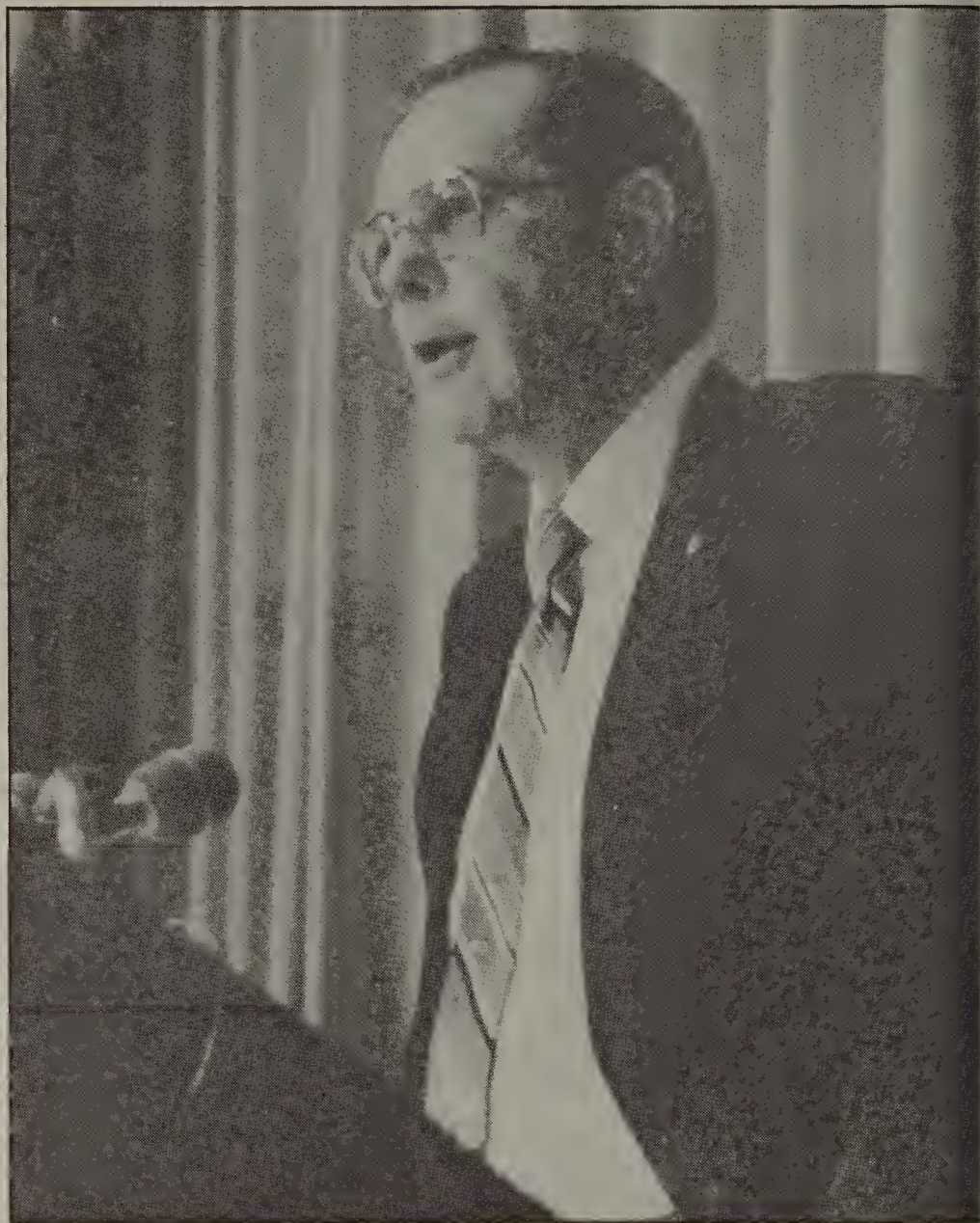
Interest rates fluctuate daily

MM Fund yields follow trends in short-term interest rates, and therefore fluctuate daily. This depends on how much money is available for loans and what rate of interest borrowers are willing to pay to obtain that money.

Participants will be able to track the MM Fund interest rate and how well their investment is performing in the GE News along with the other monthly S&SP investment reports. They may also call a representative of the Fidelity Money Market Portfolio toll-free on any business day at 1-800-544-6666.

Emergency withdrawals possible

The MM Fund allows participants to make emergency withdrawals in the same manner they would withdraw funds from their other ROA accounts. However, the more restrictive "emergency withdrawal" requirements of the Deferred Pay Account apply to MM Fund investments in DPA.



Professor speaks to GE engineers

Professor Donald Novotny, University of Wisconsin, Madison, Department of Electrical and Computer Engineering, spoke to about 250 GE engineers and scientists who gathered at the Chamber of Commerce for breakfast Wednesday as part of the Engineers Week Observance.

Novotny, who spent three terms teaching in Belgium over the past 12 years contrasted engineering education in Europe with that in the United States.

Steps to take for using the Product Purchase Plan

When Motor and Transformer employees apply for a discount through the Product Purchase Plan for GE major appliances, Linda Hilton, Building 18-1, processes their forms.

She has these tips for those who want to use the program:

- Make sure the particular model you select is listed as eligible for a courtesy discount.

- Make the best deal you can on the appliance from an authorized GE dealer.

- Remember only a few items, such as a portable television, can be purchased for members of the immediate family. Information on how often employees may purchase each appliance, for whom, and guidelines for purchasing appliances from a new home builder are contained in the Employee Benefits booklets.

- The term "immediate family" includes the employee's spouse, children, parents, grandparents, brothers, sisters and such relatives of the employee's spouse.

The product must not be disposed of or moved from the employee's or the family member's home until at least

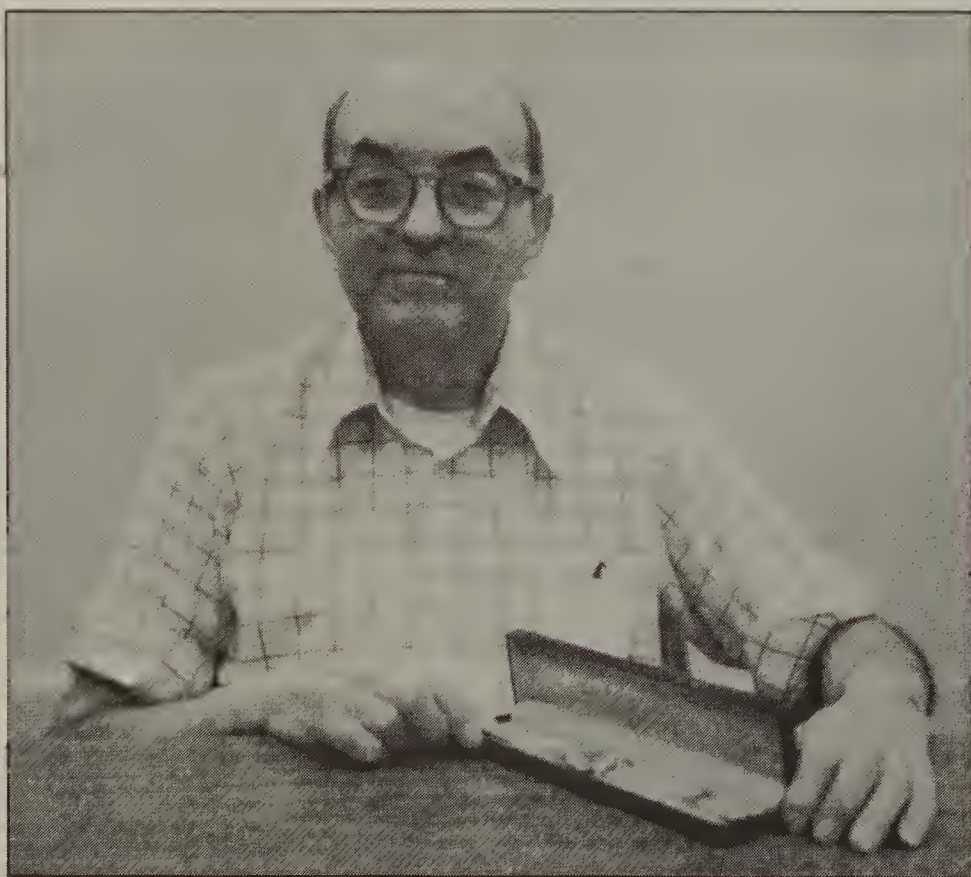
six months after delivery and installation. Otherwise, the employee must return the courtesy discount.

- Obtain an invoice from the dealer that includes the employee's name and address, the dealer's name and address, product names and complete model numbers, address to which the products were delivered and date of delivery.

- Motor and Transformer employee should pick up an Employee Product Purchase Plan application from their employee relations office or from the payroll office in Building 18-1. AEECI employees can get their forms from any secretary or the employee relations office. Complete and sign the form and attach the dealer's invoice.

- Submit the application within 4 days of delivery to the payroll office. You will receive your discount within a few weeks.

- Pensioners should send the invoice or builder's statement (no application is necessary) to Pension Plan Accounting, Building 5, Schenectady, NY 12345, within the 45-day period. The pensioner's Social Security number must be written on the invoice.



Gerald Widner, Taylor Street Motor employee, recently received a gold watch for his 45th anniversary. "I've enjoyed my years at GE and had good benefits here," he said. Pat Palmisano, plant manager, presented the award.

GE NEWSLINE

Caterpillar announces modernization program

Peoria, Ill. - Caterpillar Tractor Co., the world's largest manufacturer of earth-moving equipment, has announced a modernization program that will cost at least \$600 million over four to five years and will highly automate its 21 plants worldwide.

George Shaefer, Caterpillar chairman, said the automation is part of a "massive" cost-cutting program which includes increased out-sourcing (the purchase of parts from low-cost over-

seas suppliers), along with inventory reductions and additional workforce reductions. He said the cost-cutting is aimed at allowing Caterpillar to compete more effectively against foreign producers.

Caterpillar expects to reduce its employment 20% over the next five years even if there is an improvement in sales. About half the job reductions are expected to be handled through attrition.

Black & Decker closing former GE plant

Brockport, N.Y. - Black & Decker, a maker of power tools and small appliances, has announced that it will close its housewares plant in Brockport by September. This plant, acquired by B&D in 1984 in its purchase of GE's housewares business, produces mixers, food processors, electric knives and other motor-driven appliances.

There are about 600 employees at the Brockport plant.

The closing is part of a restructuring program undertaken by Black & Decker to shrink its operating costs and make it more competitive in world markets. The company has been struggling in recent years to contend with a wave of imported power tools from Japan and West Germany that have cut into its market share, as well as with high costs incurred from maintaining unused production capacity.

Eastman Kodak reduces workforce

Rochester N.Y. - Ten percent of Eastman Kodak Co.'s workforce stands to lose their jobs this year, **The Wall Street Journal** reported last week.

The article said the job cuts are part of a cost-cutting campaign that began

in 1983. At that time the company eliminated 11,000 positions, many resulting through attrition or voluntary retirement.

This cut is the photographic giant's largest single workforce reduction.

Going to Disney World or Disneyland?

Magic Kingdom Club membership offers discounts at Disney World and Disneyland to General Electric Company employees and retirees.



To obtain a free membership card (valid for the employee and all members of the family)

or information on the valuable benefits available to club members, employees should send their name, home address and employee pay number along with a legal size self-addressed stamped envelope to Marilyn Rupright, P.O. Box 2204, Fort Wayne, IN, 46801.

Adlets

FOR SALE

- LYRES DECORATOR SOFA**, dk blue, like new, \$300. 426-8286.
- 82 COUPE D'VILLE**, dk blue, loaded, \$9,000 eves. 637-5073.
- 80 TOYOTA COROLLA**, stereo, sun roof, clean, good buy. 447-9696.
- 5" ZENITH TV**, remote control, good picture, new-\$825, sell for \$300. 424-2956.
- BEARS ELECTRIC TYPEWRITER**, std. pica type, aft. 5 p.m. 489-5144.
- 84 Z28**, auto, T-tops & extras, 19,500 miles; call days. 747-4404.
- 8E SERVICE PINS**, 1 each, 25 & 40 , \$15. 432-3274.
- WO LOTS**, Covington Memorial Gardens. 744-0819.
- 77 MERCURY COMET**, AM-FM radio, new brakes, \$1,200. 486-2535.
- 76 CAMARO**, air, radio, ex. running cond., new tires, \$1,300. 486-4693.
- CARPET**, approx. 60 sq. yds., blend of grns: 15'x11'; 23'x13'; stairs & hall, good cond. 485-2520.
- ADLER J5 MECHANICAL TYPEWRITER**, prtbl, elite. 485-4449.
- 80 PLYMOUTH HORIZON**, 4 dr., auto, hatch, air, low miles, \$2,700. 424-2973.
- 79 SNOWMOBILE**, Articat Panther 5000 series, blk, great cond. 1-543-2466.
- PINK**, wht porcelain, center basin w-apron on each side, 60"x24", fauc. incl. 447-1126.
- 78 LOTS ON STATE HWY 108**, 10-20 acres, approx. 20 mi. north of Texarkana, \$1,000/acre; call a.m. 485-8546.
- 77 CHRYSLER NEW YORKER**, 4 dr., V8, ps, pb, air, cruise, AM-FM stereo, elec. dr. locks. 747-3311.

- '79 CUTLASS**, ex. cond., new engine, 16,000 miles, CB radio, best offer. 447-7148.
- GE MICROWAVE OVEN** w-probe & shelf, one yr. old. 456-3493.
- LAZY BOY ROCKERS**, 2, grn, like new, \$200. 485-6974.
- CAR STEREO PLAYER**, new, w-equalizer & spkrs., \$150. 483-4652.
- BABY SWING**, w-reclining seat; padded walker, both ex. cond., aft. 5:30 p.m. 493-4002.
- '85 HONDA ATC 350X**, \$1,900, firm. 747-4304.
- BLOND MINK JACKET**, like new, \$200. 485-0102.
- JIMMERSON LAKE COTTAGE**, A-frame, yr-round, corner lot, \$19,500. 432-3305.
- ANTIQUE INTRACTORS**: 2, 10-20; 2, F-12; 1, F-20, \$500 ea. 749-5473.

SERVICE

- GENERAL HAULING**. 745-0902.
- TREE SERVICE** - free est., insured, reasonable rates. 456-3935.
- SWEETCAKES THE MAGIC CLOWN** - balloons, comedy, flowers, more. 745-1545.

FOR RENT

- STERO ISLAND BEACH CLUB CONDO**, Ft. Myers Beach, FL, Apr. 5-12; call aft. 6 p.m. 483-3966.
- STORAGE SPACE** for snowmobiles, boats, cars, inside/out, dry, no birds. 636-7264.

WANTED

- BLACK & DECKER DUAL HEIGHT WORKMATE**, Mdl #79-009. 432-1460.

- LIONEL & AMERICAN FLYER TRAINS**. 1-724-8011.
- HOUSE TO BUY, N, NE, SW**, \$35,000-\$50,000; legal file, 2-4 dwr.; wood desk & chair; IBM modern elec. typewriter. 485-1846.

Bowling

No tap tourney Mar. 1 - April 30. Call 428-3242.

Elex Calendar - March

- 3** Partizan Board Meeting, 11:30 a.m., Alexander's Restaurant, E. State Street.
- 3** Executive Committee Meeting, 4:45 p.m., Elex Office.
- 3** Hawaiian Informative Question and Answer Session, 7:30 p.m., GE Club Auditorium.
- 6** Pen El Board Meeting, 1 p.m., Hobby Ranch House, North Anthony.
- 6** Reservation deadline for second shift luncheon at Ramada Inn on March 20.
- 7** Quintus Board Meeting, 9:30 a.m., Richard's Restaurant, Paulding Rd.
- 8** Paint Class, 9-3 p.m.. Half hour lunch; bring sack lunch. Bldg. 18-1 Conf. Room. 16x20 "Milk Can" \$24. Reservation Deadline: March 5. Mail to Cindy Doudt, TS, Ext. 4875.
- 10** Elex Supper and Bingo, serving pork chops from 5-5:45 p.m., GE Club Auditorium, \$4.50. Reservation deadline, 2/24/86.
- 12** Pen El Social Meeting, 11:30 a.m., Bethany Presbyterian Church, Main Street.
- 13** Second Shift Board Meeting, 1 p.m., Elex Office.
- 17** Executive Committee Meeting, 4:45 p.m., Elex Office.
- 18** Partizan Social Meeting, 12 Noon, Wallen Place, Wallen Road.
- 19** El Par Luncheon and Installation of Officers, 12 Noon, Club Olympia Ballroom, 3501 Harris Road.
- 20** Second Shift Luncheon, 11:30 a.m. Home Interiors & Gifts Program. Beef Stroganoff, Ramada Inn, 14 at 69, \$5.
- 21** Quintus Social Meeting, 1 p.m., Shawnee Library, 5600 Noll Ave.
- 24** Honorettes Chapter Meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.
- 25** Executive Board Meeting, 7:30 p.m., Bldg. 18-1 Conference Rm.
- 26** El Par Executive Board Meeting, 9:30 a.m. Hobby Ranch House, 3204 N. Anthony Blvd.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale*
- ☐ Wanted
- ☐ For Rent*
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found
- ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

n memory

- Willie E. Roby**, Columbia City, died Jan. 23. He retired from GE in 1967.
- Herschel E. Odler**, 4438 Kenilworth Av., died Jan. 24. He retired from GE in 1970.
- Principio Rosuccl**, 530 W. 4th, died Jan. 23. He retired from GE in 1959.
- Robert A. Huhn**, 4014 Westlane Rd., died Jan. 25. He retired from GE in 1971.

- Edmund J. Holocher**, 2301 Fairfield Av., died Jan. 29. He retired from GE in 1958.
- J. George Mannisto**, Apache Jct., AZ, died Jan. 31. He retired from GE in 1980.
- Harold C. Bohde**, New Port Richey, FL, died Feb. 5. He retired from GE in 1965.
- Harold C. Fremton**, 2919 Greenbriar Dr., died Feb. 9. He retired from GE in 1985.

Maintenance employee sees the value

Hourly employees attend production meetings

Hourly Motor employees, selected at random, have been participating in production meetings during the past few weeks. The meetings included only plant management people before this time.

Inviting hourly employees is a step toward bringing all Motor employees together to solve productivity and quality issues, said Scott Ernst, facilitator of the employee participation concept being implemented in Motor Production.

"This is our signal to the hourly employees that says, 'Hey, we need your input to keep this business on its feet,'" Ernst said.

Darrell Arivett, industrial plumber and steamfitter, participated in a Broadway production meeting last Friday. This was the first time a maintenance employee has attended.

"I hope every maintenance person gets to sit in on one of these meetings," said Arivett. "It helps you to see the value of keeping a machine going. I know a lot of people don't realize that if a machine goes down, it adds cost to the Motor Business.

"If a machine isn't running, we aren't getting out the parts. This downtime adds to our expenses and cuts down on the profit of each motor we make. We've been told that if the Motor Business doesn't start turning a

better profit in the coming years, we won't be here," said Arivett.

He noted that in past years, many

hourly employees have felt that they had no say in the decisions that were made in the production meetings.



Hourly Motor employees have participated in production meetings during the past few weeks. Last Friday, Darrell Arivett, Broadway plumber and steamfitter, became the first maintenance person to attend.

"It used to seem like management and labor were against each other. We can't have that if we're going to survive," he said. "I think opening up these meetings will help solve that problem."

Claude Sparks, manager of production at Broadway, agreed with Arivett. "I think a lot of hourly employees felt we were keeping big secrets in our production meetings. This was one of the reasons I was so pleased with the decision to start inviting them," he said.

Sparks said the purpose of the meetings is to provide an update on production conditions and try to prevent problems of tomorrow.

"That is why it's so important for hourly employees to be there," he said. "Because of their vast production experience, they can speed up the process of arriving at solutions to these problems."

Sparks said the hourly employees benefit from attending the meetings by seeing how their job affects the "big picture."

"Each of us must understand how our job relates to the objective of making a profit and how making a profit is important to our job. I know it's been said before, but this is a survival issue. Facing the issue together will significantly enhance our chances of success," said Sparks.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Bill McShain Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets & proofreader - Gloria Smith; Graphic
reproduction - Paul Christlieb, Darrell Resler.

Security agency to begin services in August

Dick Huhn, manager of Area Services, announced this week that General Electric Fort Wayne Operations will begin using the services of a security agency in August for all plant protection requirements, including gate control and fire protection.

Huhn emphasized to Plant Protection Officers in meetings this week that the decision to go to a contract service did not reflect adversely on their capability and effort. He pointed out that General Electric in Fort Wayne is a manufacturing concern - with a

cost structure, practices and procedures that are not geared toward security service.

Improves competitive ability

"By utilizing the services of a security agency, we will achieve comparable coverage at a significantly lower cost," Huhn said. "While this was a difficult decision to make, it will help us compete more effectively with major competitors located in low-cost communities," Huhn concluded.

Annual Credit Union meeting to be held

The annual meeting of the General Electric Employees Federal Credit Union will be held Saturday, Feb. 22, at the Sheraton Inn off I-69 (across from Seyferts).

The credit union chairman of the

board, president and committees will present reports to members. Also, the results will be announced from the election of Board of Directors and Credit Committee.

Door prizes will be awarded.

Cancer Society needs drivers

The American Cancer Society in Allen County needs volunteers to help drive cancer patients to and from treatments.

A spokeswoman for the society says persons may volunteer as much time as they wish, and that arrangements are made several days in advance. She noted that retiree volunteers, who might have more time on their hands, would be greatly appreciated. Retirees who live in other parts of the country should check with their local American Cancer Society office to see if volunteers are needed, she noted.

Those in Fort Wayne who would like to volunteer or get more information should call 482-9181. Ask about the "Road to Recovery" program.

RCA share owners approve merger with General Electric

RCA share owners approved the merger between General Electric Company and RCA on Thursday, Feb. 13, at a special meeting in New York City. Although precise numbers are unavailable at this time, an overwhelming number of the voting share owners approved the merger.

As reported earlier, General Electric share owners are not required to vote on the merger because GE

stock is not involved in the transaction.

The Boards of Directors of both companies approved the action on Dec. 11, 1985. The merger of the two companies is expected to take place in the second half of 1986 following review and approval by governmental agencies, including the Department of Justice and the Federal Communications Commission.

Meanwhile, a merger team headed by Mike Carpenter, GE's vice president of business development and planning, and Paul Wright, RCA's senior vice president of corporate planning and development, will immediately begin planning the merger implementation. Likewise, merger planning teams representing several of the key businesses and corporate staff functions in GE and RCA will be formed.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(for quickest response, please mail non-intracounty address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



General Electric News

FEBRUARY 28, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 7

Excellence Through Quality courses begin

MBG managers say commitment necessary for improving quality

"Our survival as a business depends on our ability to help the customers survive," Van Williams, MBG group executive, recently said to Motor employees beginning the first semester of the Excellence Through Quality Statistical Process Control course.

Williams said indirect imports - products coming into the U.S. with motors already in them - have hurt MBG sales in the past several years.

"MBG's customers are involved in a very tough battle with foreign competition," Williams said. "Improving the quality of our products is like handing them a weapon to fight that battle."

"As I've said before, our products must provide our customers with an advantage. That means we have to offer the best quality motor available."

"No one person or group can do it by themselves. The quality opportunity belongs to all of us. That is why Excellence Through Quality and Statistical Process Control will involve employees at every level."

Bussick comments

Don Bussick, general manager of production, said, "I want to stress that ETQ is not another program like we've seen in past years. The word 'program' connotes something that has an end. We plan to undergo a cultural change that will be part of the future of this business."



Van Williams, MBG group executive, recently kicked off the Excellence Through Quality Statistical Process Control course being taken by several Motor employees.

Corporate consultant speaks on quality commitment

ETQ and SPC will require a strong commitment from the entire workforce, according to Dennis James, a GE corporate consultant.

"It is imperative that every Motor employee feels a responsibility for quality," he said. "Management is going

to have to be committed more than ever before to quality improvements in the face of pressures to produce, deliver and meet deadlines.

James said implementing ETQ and SPC will change MBG's approach to improving quality.

"In the past we reacted to quality failures. We used inspection to sample a product to see if it was good or bad, and then we tried to fix the bad."

He noted that many Western businesses have accepted quality failures as part of their business practices by budgeting for scrap, rework and customer complaints. They have established procedures for doing work a second time.

"We have to change from a position of reacting to quality failures and put in place prevention techniques that get to our problems the first time."

James said SPC involves work teams consisting of hourly and salaried employees working to solve quality related problems. It is a tool that Americans invented some years ago but have not done a good job of implementing until now, he added.

Aircraft Engine and Major Appliance have saved millions of dollars as a result of implementing the SPC techniques, James said.

Ehner points to communication

Bill Ehner, general manager of Technology, said communication will

be a vital part of "getting it right the first time."

Documentation is one area of communication that needs to be improved, Ehner noted. He said misunderstandings between customers and marketing or sales people, misinterpretation of specifications supplied by marketing, and poor communication to the production department accounted for large losses in quality last year.

Ehner said applying techniques to improve the quality of MBG's products - and thus satisfying customers -

'...Excellence Through Quality and Statistical Process Control will involve employees at every level.'

is the only way to increase job security for Motor employees.

The featured speaker of the day was Harold Phillips, chief executive officer of Jacuzzi. He spoke to the attendees about his concerns regarding quality as a valued customer of the Motor Business. The GE News will report on his comments in a future issue.



GE engineers speak to Motor Technology employees

GE Engineers (from left) Mike Litich, David Wathen, Denis Pauze, Frank Forbes and John Hooker spoke to Motor Technology employees for the Engineers Week celebration. Litich discussed product structuring for 30 and 40-frame general purpose motors; Wathen spoke on strategic sourcing; Pauze talked about increased motor value through better materials; Forbes highlighted the applications for electronically commutated motors; and Hooker discussed electronic components and systems for electronically commutated motors.



Engineers meet their professor

Professor Don Novotny of the University of Wisconsin, Madison (center), talked to GE engineers last week who have been taking his electromechanical systems graduate course by videotape. The students are (from left) Jim Alexander, Lester Manz, Mark Fleer, Jeanette McLean, Steve Mecker and Jeff Coffee. The course has been teaching the engineers how motors behave in systems. It is anticipated that the course credit will be applied toward the engineers' master's degree training. Novotny was in Fort Wayne for Engineers Week.

Several employees take advantage of new vision care benefits

Bernita Stevens, payroll specialist in Building 18-1, is one of several GE employees who has already taken advantage of the vision care benefits that became available Jan. 1 for GE employees and dependents who participate in the Comprehensive Medical Expense Insurance Plan.

She used the benefits to help pay for a new pair of glasses for herself. "The last time I bought glasses was around five years ago. I had to pay the full price for them," she said.

The new vision care benefits cover eye examinations for eyeglass fittings and the purchase of lenses and frames.

The plan pays up to \$25 for single-vision lenses, \$40 for bifocals, \$50 for trifocals and \$80 for lenticular lenses. The maximum benefit for frames is \$30, and the plan pays up to \$75 for contact lenses and \$25 for eye examinations by an optometrist or ophthalmologist.

Stevens said she received \$80 of her total \$140 dollar bill. "I got what I expected from the plan based on the schedule in the benefits booklet."

Connecticut General is processing all claims for the vision care benefits. These benefits were added to the GE Plan's Comprehensive Medical Expense Insurance as Type "C" expenses effective Jan. 1.

Employees must obtain a new green-colored claim form for the vision care benefits. Taylor Street Motor and Wire Mill employees may get the form from Luana Oehlhaufen in the Taylor Street employment office. Broadway Motor employees may get their forms from the personnel accounting office in Building 18-1. AEECD employees can get the



Bernita Stevens, payroll specialist in Building 18-1, has used the new vision care benefits that took effect Jan. 1.

forms from any secretary.

To receive the benefits employees will have to:

- Take the green vision care form with them to the eye examination.
- Fill out the front side and ask the ophthalmologist, optometrist or optician to complete the applicable section on the back of the form.
- Be certain the completed form is mailed to Connecticut General at the address shown on the form.

Stevens said she received her payment within three weeks after she mailed in the form. "I thought this was a pretty good turnaround time," she said.

No deductible

There will be no deductible applied to the vision care benefits. Nor will vision care expenses beyond those paid as benefits be counted toward the Comprehensive Medical Expense

Insurance Plan's \$1,000 out-of-pocket provision. The vision care expenses paid will, however, count toward the \$500,000 lifetime maximum benefits provided by the plan for each covered individual.

The safety glasses program will continue to operate independent of the Comprehensive Medical Expense Insurance Plan in accordance with the local practice. However, the vision care benefits for eye examinations will include examinations for safety glasses subject to the frequency limitation, if the person is eligible for Comprehensive Medical Expense Insurance.

As in the past, medical expenses for eye diseases or injuries will be covered as Type A-1, A-2 or B expenses under the Comprehensive Medical Expense Insurance. The regular claim form for Comprehensive Medical Expense Insurance will continue to be used for these conditions.

Doesn't apply to HMO's

Employees who are enrolled in Health Maintenance Organizations as a substitute for the GE Comprehensive Medical Expense Insurance coverage are not covered by the new vision care benefits.

Good addition to benefits package

Stevens said she felt the benefits she received were excellent, and that vision care helps balance out the value of the GE Plan in light of the raised deductible for other medical expenses this year.

"Vision care was one way of giving us something in return for the raised deductible," she commented.

GE NEWSLINE

GE refrigeration line highlights Home Builders Show

DALLAS - A new refrigeration line was the highlight of the GE/Hotpoint exhibit at January's National Home Builders Show. Some 55,000 people connected with the construction industry saw what GE's Major Appliance Business Group calls the "Conquest of Space" - a newly designed GE refrigeration line providing more usable storage space than ever before.

Star of the exhibit was a 27-cubic-

foot side-by-side refrigerator called Spacecenter 27. It contains more usable space, yet is no wider than the current 24-cubic-foot models.

"It's more than a refrigerator," says John Higgins, general manager of Refrigeration Product Management. "It's a food management system that allows for the most intelligent organization of a large quantity of foods and beverages."

Richmond plant closes; consolidates

Richmond, Va. - GE's Automation Controls Operation will close its Richmond plant this spring. About 230 employees will be affected by the closing of the plant, which has been operating recently at about one-third of its capacity.

Bob Collins, Automation Controls general manager, said, "The older

product lines produced at the Richmond plant have become obsolete as we have introduced new products designed and manufactured in our Charlottesville, VA., facility. This factor and our ongoing consolidation of duplicate manufacturing processes and facilities, resulted in the decision to close the plant."

Scientists investigate ways to improve plants' growing conditions

SCHENECTADY, N.Y. - Scientists from General Electric and the U.S. Department of Agriculture are using an advanced medical technology - magnetic resonance imaging - to help unravel the mysteries of plant growth.

Employing a magnetic resonance (MR) scanner at GE's Research & Development Center, the team is studying the structure and functioning of the roots of living plants in search of

ways to optimize growing conditions.

The scanner allows the researchers to "see through" the soil and contain and watch the roots grow, absorb water, etc., without disturbing them.

Members of the research team are Hugo Rogers, a plant physiologist with the USDA's Agricultural Research Service, and GE's Paul Bottomley and Thomas Foster.

2,500 laid off by Dow Chemical

Midland, Mich. - Dow Chemical Co., one of the chemical industry's largest concerns, is cutting its worldwide workforce by 2,500 people, about 5% of its current 53,000 employees. Some 1,500 of the jobs eliminated will be in the U.S..

Heavy international competition and the strong American Dollar have hurt

Dow's earnings in recent years.

A Dow spokesman said the employment cutback is "essential at a time when performance of the industrial economy and the basic chemical business are below expectations and because the long-awaited recovery simply has not occurred."

EAP offers confidential counseling services

Many people have personal, family, social, stress, alcohol addiction and other problems. A lot of times, the person doesn't have anyone to talk with about these problems.

That's why GE offers a confidential counseling service to Fort Wayne and ecatur employees and their families called the Employee Assistance Program (EAP).

EAP is staffed by Dag Arnold and backed up by Mike Miller. Both counselors also work for Park Center. Their responsibility is to help people develop strategies to cope with problems and gain control of their lives.

Employees across all pay classifications and their family members utilize the EAP services.

"Everyone knows how terrible it feels when you have to talk something but don't know who to share it with," Arnold said. "There are some

matters we feel we can't discuss with our loved ones.

"I'm here with a concerned offer of help on behalf of General Electric. When an employee comes to me with a problem - and many of them do - it's held with a high level of confidentiality."

Most people who participate in EAP make significant changes in their behavior within 20 to 30 days. The first visit frequently becomes the start of a new lifestyle, Arnold said.

"There are people who visit EAP because they just need to blow off steam or have someone tell them they aren't different for feeling a certain way," he said.

About half of the EAP visitors refer themselves, while others are referred by union officials, supervisors and medical department staff.

"The commitment that the unions

and management have given EAP has significantly contributed to the program's success. They have displayed the highest cooperation of any counseling program I have seen in my experience," he said.

Reaction to anxiety and stress

Arnold said people react differently to anxiety and stress. For example, the job performance level goes down for some. They feel insecure and depressed, and some try to avoid the problems through alcohol or drugs. Others actually improve their performance and are more enthusiastic.

Development of counseling programs

Arnold said employee assistance programs in the early seventies were more like employee alcoholism programs. Today the programs include personal and family matters as well.

"Whatever the problem may be, EAP is here to help. I welcome anyone to call me at Ext. 3671," Arnold said.

EAP

It's good to know
it's there
when you need it.

Softball meeting held

Managers and anyone interested in becoming a manager for a GE summer softball league team should attend an informative meeting at 5 p.m., March 1 in the GE Club. The teams will begin play April 30.

Employee chooses March retirement

Selma Hans plans to retire Mar. 1 with 35 years of service. She began as a finisher at Taylor Street and retires as a finisher in Building 4. "I've always felt proud to work at G.E. The benefits were great. Now I plan to grow a lot of flowers, garden and do some traveling."



Elex dues increase

The Elex Club voted in its Feb. 4 meeting to increase annual dues to \$7 per year, according to Lois Perrine, Elex President.

Perrine said the new dues come out to be less than 15¢ per function (not including educational fees). The last increase was 10 years ago when they went up \$1.50.

Guest fees will also increase, going up to \$1.00 for meetings and dinners and \$2.00 for trips. She said special guest fees will be left up to the committee to assess.

Perrine said the committee is investigating ways to streamline the Elex office procedures, contact-representative procedures and expand Elex functions. She also thanked the past presidents and other retirees who have been giving of their time to help in the Elex office.



140 years of service

(Seated clockwise) Taylor Motor employees Bessie Shields, a tester who recently moved to the Wire Mill, Joyce Gensel, welder-injector, Hilda Doehman, stator repair, and Jennie Siples, Inspector, recently celebrated anniversaries totalling 140 years of GE service. Shields has 35; Gensel has 30; Doehman has 40; and Siples has 35. "This is a good example of what I mean when talking about the vast experience of our workforce," said Pat Palmisano, plant manager. "People who give this this much of their life for a business deserve to be congratulated."

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1835 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Adlets

FOR SALE

- '77 CUTLASS, 350 eng., auto, air, ps, pb, stereo, vinyl roof, good cond. \$1995. 436-5621.
- '77 FLEETWOOD BROUGHAM, ex. cond., 72,000 miles, \$3,400. 484-1395.
- '77 MERCURY COMET, AM-FM radio, new brakes, \$1,150. 486-2535.
- CUSTOM AYRES DECORATOR SOFA, dk blue, ex. cushions, like new, \$300. 426-8284.
- '81 FORD VAN, ex. cond., must sell, laid off. 482-2982.
- 36" WROUGHT IRON TABLE & CHAIRS, 4, wht. 432-2328.
- '59 MOBILE HOME & LOT in adult park, Venice, FL, scrn porch, carport, shed, skirted, fruit trees, \$19,900. 489-3006.
- '75 MONZA 2+2, 4 cyl., ps, new paint, \$600 or make offer. 424-2278.
- SNOWSUIT FOR SKIING OR SNOWMOBILING, ladies sz. 7, grn, like new, \$35. 485-6974.
- DUAL KEYBOARD STORY & CLARK ORGAN, ex. cond., make an offer. 749-5375.
- 10-20 ACRE TIMBER LOTS ON STATE HWY 108, approx. 20 mi. north of Texarkana, \$1,000/acre, a.m. 485-8546.

- '80 OLDS STARFIRE, stereo, manual shift, good cond. 637-8232.
- MICHELIN RADIAL TIRE, new, balanced. 1-925-3370.
- HOUSE, three rooms, ex. cond., 8218 Auburn Rd., will rent. 749-8627.
- '81 HONDA 185S THREE WHEELER w-frt suspension, nice cond. 1-565-3264.
- FLOATING STOCK TANK HEATER, 1000 W, \$10. 447-1126.
- PORTABLE HUMIDIFIER; dehumidifier. 484-6769.
- AFGHANS, selections, \$35-\$45. 426-3078.

WANTED

- OUTBOARD MOTOR, 50-60 HP, '79 or newer, Johnson or Mercury. 422-6279.
- UTILITY TRAILER, under \$75. 426-2631.

SERVICE

- ROOFING - repair or renew, experienced, free estimates. 747-5531.
- SWEETCAKES THE MAGIC CLOWN - clown or gorilla, comedy, balloons & more; all ages. 745-1545.
- INCOME TAXES PREPARED, reasonable rates, confidential. 486-7441.
- PAINTING - insured and experienced, free estimates. 432-3305.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

MBG International Sales experts tell why

Shrinking dollar helps Motor Business 'pick up ground' in international markets

Recent news reports say the U.S. dollar is shrinking. The reports point out that the decreased dollar enhances U.S. companies' ability to export because exchange rates make their products less expensive to foreign buyers.

International Sales experts from the Motor Business Group commented on the decreased dollar's effect on this company in foreign markets.

"It's giving us an opportunity to regain the customers we lost when the dollar was strong," said Neil Maller, manager of International Sales.

Frank Pardue, manager of Far East sales, commented, "When the dollar was strong it was like we were on a treadmill using all our energy just to stay in place. The customers we won were only enough to offset the ones that couldn't afford to do business with us.

"But now that the dollar is down we can begin picking up ground. Any new customers we get are additional business."

Maller used the French franc as an example of how the U.S. dollar fluctuates in foreign value. He said in 1980 - just before the dollar began its rise - a \$10 GE motor went for 43 francs. Then in 1985, the same \$10 motor went for 96 francs, more than double what it was before.

"You see, over the past five years

our customers have seen drastic annual price increases in our motors due to the strong dollar," said Maller. As a result, we have had to adjust our prices to stay competitive and, in turn, sacrifice profits.

Maller said the 1986 price for the \$10 motor is currently 71 francs, down 26% from 1985. "This is increasing our competitive ability in the foreign markets."

He said the lower dollar may also have a positive effect in the domestic markets because it makes imported motors less competitive. This, he said, helps MBG's market position at home.

Looking back at the years when the dollar was high, Pardue said the price reductions and profit losses were not the only measures taken to "stay afloat."

"We had to do everything possible just to ride out the strong-dollar days. We depended on quality, customer service and technology as competitive tools to offset our international price disadvantage. These elements helped us maintain most of our customer alliances during the trying times," said Pardue.

Maller and Pardue refused to speculate on the future of the dollar - Maller said the only sure thing about currency rates is that they never stay the same - but both said they hope it will at least stabilize to allow more

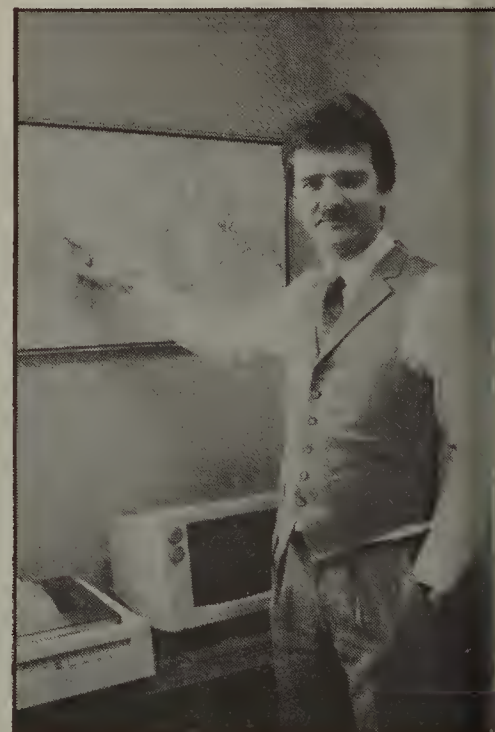


Frank Pardue, manager of Far East sales, and Yoshiyuki Kojima, manager of the Power Delivery Equipment and Component Sales Marketing Operation in Japan, discuss the overseas effects from the shrinking U.S. dollar.

time to gain ground in the marketplace. Yoshiyuki Kojima, manager of the Power Delivery Equipment and Com-

ponent Sales Marketing Operation in Japan said the effects of the low dollar are being felt in that country.

"It has been uncommon for Japanese companies to come to GE for motors in the past five years," he said. "But since the dollar has gone down I have received several telephone calls asking about our products."

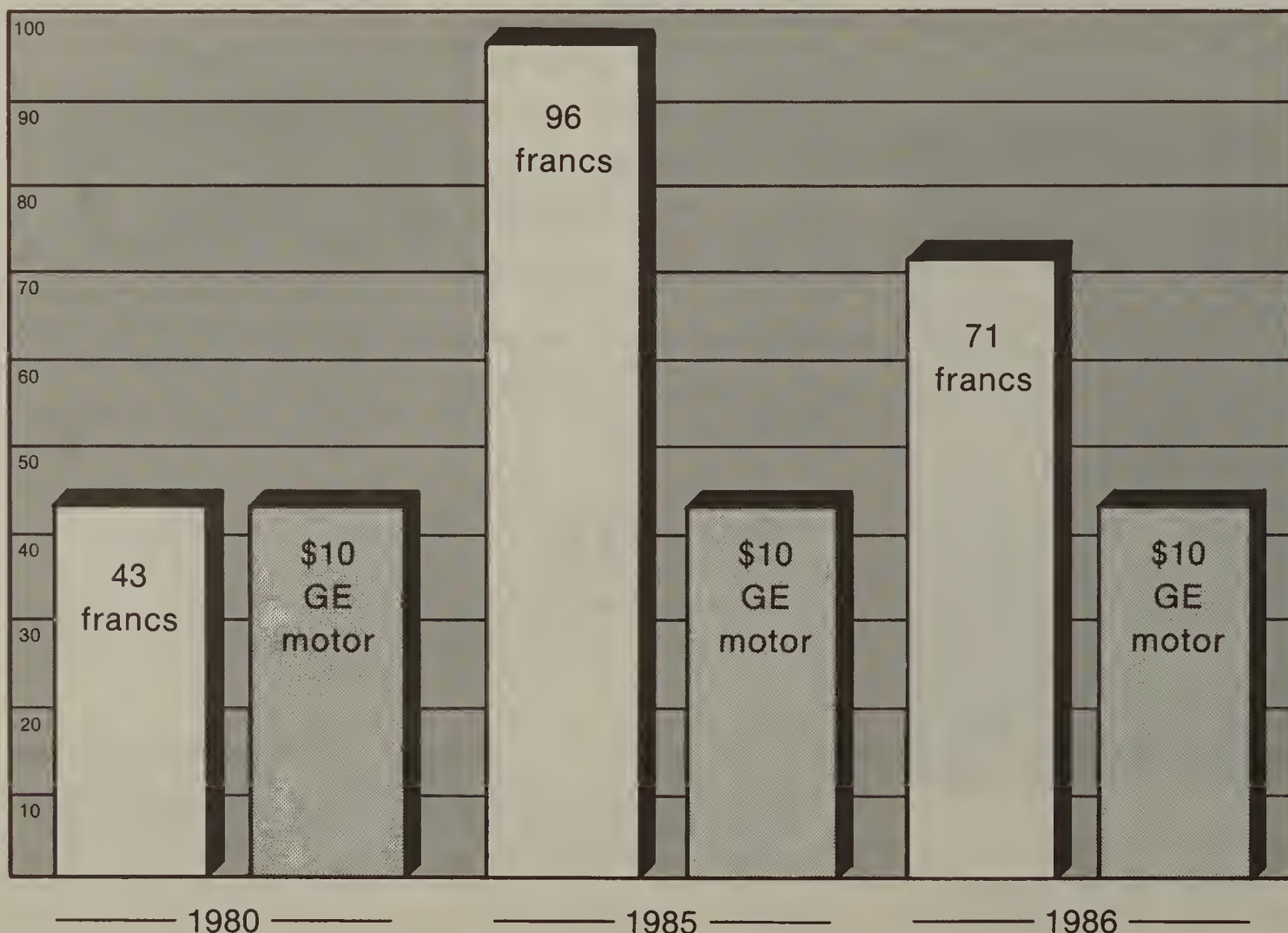


Neil Maller, manager of International Sales, uses his map to discuss currency exchanges. He said the weakened U.S. dollar causes MBG's prices to be more competitive overseas.

He said one Japanese company Nissin Kogyo, a maker of commercial refrigerator display cases, has always been a believer in GE motors.

"That company has said, 'If GE motors fail, then no other manufacturer can pass the test.'"

Maller said export sales of GE motors comprise 3-5% of total motor sales.



This chart shows how currency exchange affects Motor prices in France when the U.S. dollar fluctuates.



General Electric News

MARCH 13, 1986

FORT WAYNE, INDIANA

VOLUME ⁶⁸~~68~~, NO. 9

Twelve employees attend Motor Roundtable

Williams discusses business at Taylor Street

"What is the future of the 40 frame motor business at Taylor Street?"

That was the dominant question on the minds of Taylor Street employees who attended a Motor Roundtable hosted by Van Williams, group executive, last week.

"What happens in the market will determine the answer to that question," Williams told the 12 participants. "What we all have to remember is that GE doesn't create a single job. The customer is the only one who creates jobs."

"We're in a cost-driven business," he said. "You can't even get into the game today unless you can meet the competitive prices. Once we're price-competitive, we can win share with our superior technology and service."

Actions being taken

Some of the actions the Motor Business is taking to reduce its overhead costs will help Taylor Street as well as all other locations be more cost com-

petitive, he said.

In addition, Taylor Street should benefit from the restructuring of the 40 frame motor. This restructuring - which is nearly complete - will reduce the number of motor models in the 40 frame size, resulting in longer run lengths, fewer set-ups and reduced costs.

Market factors affect Taylor Street

Williams explained that some market forces are having a negative impact on Taylor Street. A major one affecting nearly all motor models is the significant rise in imported products that already have motors built into them.

"In the last year alone, end-product imports increased by 23%. This means our customers are losing business to foreign competitors. We must help our customers win orders, if we want to win."

Another market factor affecting 40 frame is "downsizing," Williams said. "If customers can use a smaller 30

frame motor in their product instead of a 40 frame, they can save money. Some of our 40 frame business has shifted to the 30 frame for that reason. We are also working on converting larger frame size applications to 40 frame, but those opportunities are not as large," he said.

Positive forces at work

Williams said he sees some positive forces at work in the Motor Business today. These include:

- A weakening dollar. This will make it harder for foreign competitors to sell their products in the U.S. and easier for Motors and its customers to sell their products abroad.
- "We've got a marketing team now dedicated to promoting the 40 frame business. We lost that focus when we changed to a functional organization, but we're addressing it."
- GE has staying power. Westinghouse, Franklin and other competitors are either selling plants or getting out of

parts of the motor business.

• The self-directed workforce. "We have a competence in this company that other companies don't have. The self-directed workforce will allow us to take better advantage of our human resources. Many of our customers are excited about it, and I have faith in our people that it will work to save costs. This change from 'control' to 'commitment' will take time. Managers are learning too. We need patience with each other to make it work."

Williams summarized the discussion by saying, "We live in a different world than we did a few years ago. The biggest threat to our business may not be the Emersons and the Baldors, but the Japanese, Taiwanese and Koreans. We've got to run our business differently. We've got to talk to each other more and make use of the know-how we have to beat everyone else. In the end, we're only as good as the people who work here. My job depends on what you do and yours depends on what I do. The only security we have is our customer."

— Roundtable participants comment

Motor employees Ned Mitchel, Gladys Middleton, Dallas Wolf and Sarah Saxman were among the employees who attended the Motor Roundtable hosted by Van Williams, group executive, at Taylor Street last week. The following are their comments on what they discussed.



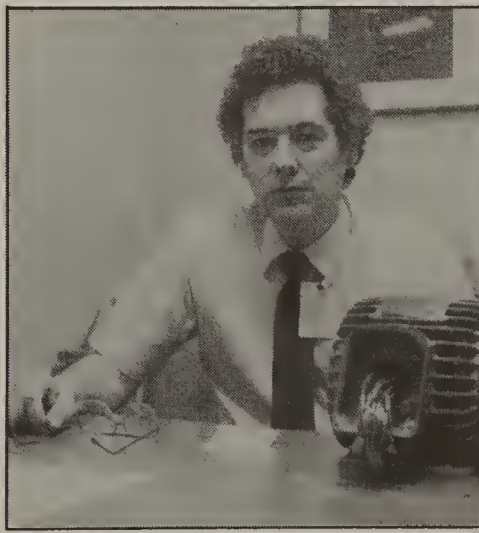
Ned Mitchel, lathe operator, Taylor Street

I was surprised to hear how much higher our overhead costs are compared to other companies. He (Williams) said several companies are getting out of the motor business because they can't compete with foreign companies. If we cut our costs we will be in good shape. If we don't, we could be out of business too.



Gladys Middleton, lathe operator, Taylor Street

The meeting was very informative and encouraging. A lot of people thought GE didn't want to be in the Motor Business. He (Williams) said GE does want to be in the motor business if it can get customers. To get customers we have to bring our costs down and make motors cheaper than our competitors, without sacrificing quality.



Dallas Wolf, systems and work measurements specialist, Taylor Street

Everyone at Taylor Street wondered about the future of the 40 frame motor. His (Williams) answer to that question centered around the fact that we have tough foreign competition to fight. We are doing business in a worldwide market and doing our best to keep our heads above water. Many competitors overseas can produce motors at a price close to our material cost.



Sarah Saxman, payroll clerk, Taylor Street

He (Williams) said there are motor companies going out of business because foreign competition is taking so many of their orders. That leaves more orders for us if we can go out there and get them.

Changes to Employee Product Purchase Plan affect gift purchases for family members

Among the changes described in the new Employee Benefits Books are those made to the Employee Product Purchase Plan.

Effective Jan. 1, 1986, the Employee Product Purchase Plan was changed to allow employees to receive courtesy discounts on any eligible company product purchased as a gift to eligible family members.

Previously, discounts for purchases of company products given as gifts to immediate family members were limited to certain television products.

At the same time, the definition of family member was changed to include only those individuals who may be claimed as a dependent by the employee on his or her federal tax return. Generally, this means family members

who are more than half-supported by the employee. Purchases for relatives not dependent on the employee no longer qualify for courtesy discounts under the plan.

Reason for change

According to Tom Burns, GE's manager of corporate employee benefits, the changes were prompted by requests received from employees for discounts on their purchases of gifts such as major appliances, microwaves, air conditioners, etc., to dependent children who are away at college or who are getting married. The plan did not previously allow for such discounts.

A third change in the product purchase plan involves the frequency of purchase limitations for two products.

Two microwave ovens may now be purchased every 36 months, and two videocassette recorders (VCRs) may be purchased every 24 months. Previously, the limit was one unit of each product.

Special provision

Linda Hilton, employee benefits specialist in Building 18-1, says because these changes have not been explained before now, special arrangements have been made for handling applications for discounts on eligible products purchased for family members as defined under the previous plan.

"The company will honor applications for courtesy discounts on television products purchased as gifts to family members as previously defined

if the purchase is made on or before March 16, 1986.

"Also, employees who made gift purchases for a dependent on or after Jan. 1, 1986, of previously ineligible products such as major appliances will have until April 4 to submit applications for discounts on those products," Hilton said.

The Employee Product Purchase Plan may be used for purchases of eligible General Electric and Hotpoint major appliances only.

Motor and Transformer employees who have questions concerning these changes or eligible items may call Hilton at Ext. 3266.

AEECD employees should call Sandra Herbold, relations representative, at Ext. 5136.

'No-deductible' feature applies when buying generic drugs

A new feature of GE's Comprehensive Medical Expense Insurance Plan is the waiver of deductible payment when employees buy prescribed generic drugs. A generic drug is one that is chemically equivalent to a brand-name drug but much less expensive.

Employees who want to take advantage of this money-saving feature should use the following procedure:

1. Ask the doctor if a generic drug can be used in place of the drug he or she has prescribed. If it can be used, ask the doctor to write this on the

prescription.

2. Once okayed by the doctor, ask the pharmacist to list the generic drug's National Drug Code (NDC) number on the prescription receipt. Pharmacists are familiar with the NDC codes.

3. Be certain the prescription receipt shows the name of the patient, the date the prescription was filled, the prescription number and NDC code, and the price charged. The employee should also print "generic drugs" on the receipt.

4. Attach the receipt to a regular GE Insurance Plan claim form and submit the claim in the normal fashion for medical insurance.

Helps claims processing

When employees follow the steps above, the insurance-claims payer will know they have purchased prescribed generic drugs. This way no deductible will be factored into the figuring of the benefits.

Employees will be reimbursed for 85% of the "reasonable and custom-

ary" charge for that drug -except for prescriptions given in the treatment of a mental or nervous condition for which the plan's benefits pay 50%.

As usual, employees can still submit insurance claims for brand-name prescription drugs. The claims administrator will check to see if the employee has met the plan's yearly deductible of \$100 per individual or \$250 per family. That deductible must be met before the employee can receive any cash-reimbursement benefits for the brand-name prescription drug.



Credit Union elects officers

The annual meeting of the General Electric Employees and Affiliates Federal Credit Union was held Feb. 22, with 106 people in attendance. After the meeting, the Board of Directors met to reorganize the officers for 1986. The results were as follows (from left) Norman Getts, Jr., treasurer; Chauncey Miller, vice chairman of the Board; Robert McCreary, secretary; and Dennis Headlee, chairman of the Board. Three of the board members - Miller, Wilbert Saalfrank and Jack Schemehorn - were re-elected to another three year term.

Ebetino plays basketball for 18 years without a miss

When Bernie Ebetino makes a commitment, he sticks to it. That, he says, is the reason he hasn't missed one game in 18 seasons of playing basketball at the GE Club.

The supervisor of product control in the MBG Computer Operation began playing at the Club in 1968. Since that time he has managed the league eight years, played on seven season championship teams and six tournament championship teams, and held a Club record for the most points scored in a game.

One season he averaged 32 points a game. "That was in my younger years," he said.

Ebetino practices the commitment philosophy on the job as well as on the basketball court. He hasn't missed a day of work in eight years and has had several absence-free years before that.

"Commitment is something I teach my children," he said. "They know when I have to work or play a game that I'm going to be there. I expect the same from them in school."

His children are also involved in basketball. His son Bernie plays at St. Henry's Catholic, where Ebetino is coach. Tina, his daughter, plays for Bishop Luers.

Ebetino was playing basketball at the Club the night Tina was born.

He said his wife Pat has been supportive of his involvement in

basketball throughout the years. She even assisted as scorekeeper and timekeeper during his years of managing the league.

Ebetino said his biggest reason for being so dedicated to the game is the friends he makes.

"Playing basketball gives me the chance to know people I wouldn't have known otherwise. I look forward to seeing guys in the season that I haven't seen all summer," he said.



Bernie Ebetino

GE NEWSLINE

Sanyo enters U.S. major-appliance market; begins with refrigerator production in Indiana

RICHMOND, Ind. - Sanyo Electric Co. has purchased a 4.4 million-square-foot plant in Richmond from Design & Manufacturing Co. Initially it will use the plant to produce large refrigerators for the U.S. market, but later may expand into other major appliance areas.

Business analysts say this move makes Sanyo the first Japanese company to attempt to compete head-on with the dominant U.S. makers of large appliances, including General Electric and Whirlpool. Sanyo has manufactured small refrigerators in San Diego since 1978.

Department's name change emphasizes consumers

LOUISVILLE - GE Major Appliance Business Group has changed the name of its Product Service Department to Consumer Service Department as part of the company-wide effort to focus on customer satisfaction through quality service.

"We don't want anyone to doubt that our intent is to serve the consumers who buy our products," said Bob Alesander, the department's general manager.

New service trucks are carrying the

"Consumer Service" name with the GE logo, and technicians will wear shirts with a patch repeating the truck design and the words "GE is Me." Steve O'Brien, GE vice president for MABG's Sales & Service Division, points out the importance of serving consumers who seek help. "Our service technicians are one of our few direct links with the consumer - making millions of contacts a year. We would like to make every one of these contacts a positive experience for the consumer."

Quality reputation helps GE win signal lamp order

EUCLID, Ohio - Consolidated Rail Corp., the U.S. government-controlled freight carrier known as Conrail, has selected GE's Lighting Business Group to fill an order for 50,000 signal lights in 1986. Dick Mucci, manager of specialty lamp operations at the Euclid plant, credited this win to GE's reputation

for quality lamps. "Quality was what did it," he said. "Our prices were the same as the competitor's." Mucci pointed out reliability is essential in lamps used in railway signal towers. "If a signal lamp burns out before its specified lamp life, the train engineer has no alternative but to stop the train," he explained.

GE in winning consortium for China order, but little or no profit expected

SCHENECTADY - GE's Turbine Business Group, as part of a three-company consortium, has won a contract to build four 350-megawatt steam turbine-generators for China's Huang International Power Development Corp. However, the order will give GE little or no profit and won't alter projected job reductions in Schenectady where they will be built. "We were forced to close the order with little or no profit margin - just to meet the competitive world market price. We had to close the deal just to

keep our heads above water - to keep our factories here operating," said George Cox, the Turbine Business Group's executive officer. The competition for this contract to provide two coal-burning power plants with equipment involved 14 companies from North America, Japan and Europe. GE's partners in the consortium are Babcock & Wilcox International of Canada which will supply boilers and associated equipment for the thermal power plants, and Ansaldo of Italy which will do the plant engineering and supply other equipment.

Philips drops losing VCR; using Japanese technology

AMSTERDAM - N.V. Philips, the Dutch electronics company, is stopping production of its money-losing 2000 videocassette recorder. This VCR, introduced in 1979 after joint development with Grundig, has failed to gain enough share of the worldwide market to compete with the Japanese. Outside the Netherlands, West Ger-

many, and Austria, sales of this VCR model have lagged increasingly far behind the competing VHS format of Matsushita and Sony's Betamax. Philips will continue producing VCRs of the VHS format under a license agreement signed with Matsushita two years ago.

GE sponsored JA company receives honors

"Shirts-R-Us," a Junior Achievement company sponsored by the Specialty Transformer Operation, recently won honors as one of the top five JA companies in North-eastern Indiana. Awards were presented at a banquet on March 4 at the Grand Wayne Center. The company produced and sold

"Fort Wayne, Where America Works" T-shirts in cooperation with the Chamber of Commerce campaign by that name. They were led by STO Engineer Al Iversen. "Shirts-R-Us" wishes to thank all the GE employees who helped it win the award.

Adlets

FOR SALE

- '74 LARSON XL5 SPEED/SKI BOAT w-'79 Chrysler 75 HP outbd mtr, many extras, \$2,500 or best offer. 447-7358.
- CONSOLE HUMIDIFIER, prtbl. 484-6769.
- '80 CHRYSLER LEBARON, 6 cyl., 4 dr., air, full pwr, AM-FM, new tires, ex. cond. \$2,500. 747-0241.
- REALISTIC CB & MAGNETIC ANTENNA, \$40. 485-4987.
- TIRES, 2, F-14; Sears sweeper; Hoover prtbl washer. 426-8677.
- MOBILE HOME & LOT, in adult park, Venice, FL, 10'x50', 2 bdms, carport, scrn porch, metal shed, fruit trees. 489-3006.
- BEDROOM SUITE, 3 pc., solid maple, new cond., high quality, \$795. 432-2960.
- ELECTROHOME AM-FM STEREO COMBINATION. 744-3534.
- '80 TOYOTA COROLLA, sun roof, AM-FM stereo, slvr/blk, 5 spd. 447-9696.
- GE MICROWAVE OVEN w-shelf & probe. 489-6258.
- '85 HONDA ATC 350X. 747-4304.
- GE 25" COLOR TV, remote control, ex. cond., \$300. 432-5201.
- RECLINER w-heater & vibrator, mocha, nvr used, \$350. 426-3270.

- ANTIQUE " SONDRA" PHONOGRAPH. 745-1588.
- CUSTOM AYRES DECORATOR SOFA, dk blue, ex. cushions, like new. 426-8286.
- '76 LESABRE, loaded, orig. owner, 74,000 miles, ex. cond., \$1,675. 747-0869.
- '85 GMC STARCRAFT CONVERSION VAN, 8,000 miles, \$17,000. 489-4916.
- VANITY w-top & sink; toilet, good cond. 747-4335.
- WROUGHT IRON TABLE w-4 chairs, \$50. 432-2328.

SERVICE

SWEETCAKES THE MAGIC CLOWN - clown & gorilla, comedy, balloons, all ages. 745-1545.

When it's nobody's business but yours...

We'll keep it that way.

Ask for help from your Employee Assistance Program.

Bowling

Friday Nite Ladies - 2/14	Friday Nite Ladies - 2/28
Janie Anderson 190	Janie Anderson 522
GE Office - 2/17	GE Office - 3/3
Bob Rietdorf 235	Don Hitzeman 223
Don Neuhaus 226	Tim Perkins 222
Tom Schible 214	Walt Hein 214
Al Wasson 210	Dave Bradford 212
Walt Hein 213	Apparatus - 3/6
Small Motor - 2/19	Jeff Christlieb 229
Jim Weiks, Sr. 607 (224,210)	Herb Meyer 219
Jim Piemens 602 (247)	Tim Slater 218
Will Doehrmann 213	Ken Fosnaugh 217
Jim O'Bryan 212	Ed Bienz 215
Terry Dorman 212	Steve Scherer 214
Mike Betts 212	Joe Dies 214
Don Ross 210	Mauri Haines 214
	Walt Nielsen 213
	Roy Brokaw 213

DOUBLES NO TAP TOURNNEY

There is still time to participate in the Doubles No Tap Tourney at the GE Club now through April 30. 428-3242.

Basketball

AEECD TAYLOR STREET WINS

AEECD Taylor Street wins pre-season GE basketball league with a 17-1 record. Wire Mill took second place with a 15-3 record, followed by the All Stars, 10-8.

Total Standing

C. C. Express	1-17
Thundercats	9-9
Impossible Dream	6-12
Munchies Emporium	6-12
AEECD	17-1
Wire Mill	15-3
All Stars	10-8

In memory

Ray W. Brown, 618 Hendrick Street, died Feb. 21. He retired from GE in 1985.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Bill McShain Editor Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Provides career opportunities

Customer Application and Order Service revolutionizes MBG customer service

Customer Application and Order Service is revolutionizing customer service in the Motor Business and providing career opportunities for people who enjoy teamwork and competition.

This new subsection of the Customer Service Operation is committed to being the prime source of information about motors in the world, said Mark Cooke, manager of the organization.

He said approximately 50 telesales specialist positions are being filled between now and the year's end.

"We want to fill these positions with people who can handle responsibility, work well with people, learn quickly and provide MBG customers with the best service they've ever had," said Cooke.

He said the telesales specialists will be responsible for inside sales support for specified customers and will handle order entry, expediting, application assistance, product service and a variety of other functions.

"These are sales positions. The telesales specialists will actually take orders from customers and commit the Motor Business to filling them," Cooke said.

Telesales specialists will work in small teams assigned to specific customer districts. Customers will be given an 800-number for access to a team member who they know cares about their needs. If that team member is not available, one of the other members will assist.

"This way our customers contact someone they are familiar with and trust to handle their orders and concerns," Cooke said.

Building 4-6 is being remodeled to accommodate the telesales people. New workstations with state-of-the-art data systems are being installed to aid the specialists in providing quick, complete and accurate service to customers.

"Our computers will contain every piece of information customers will need to place an order or check on the status of their order or shipment," Cooke said.

He said all the elements - from systems interface to transportation - will be in Building 4-5 or 4-6 near the telesales area. These functions will be linked by a common phone system and data base.

"Before now, we were fragmented in the service elements," said Cooke. "Marketing, central processing and

order service, customer service, finance and transportation were parts of separate organizations.

"Consolidating these functions under one roof will cut down on the phone calls that used to be necessary when everyone was in different places. The customers won't have to wait as long to get the information they need."

Competitive tool

"We are using customer service as a competitive tool," said Cooke.

"Great strides have already been made - and are still being made - to increase the value of our products through quality and technology. Add the best customer service available to these competitive elements and you've got a package customers can't pass up."

He said many other companies are realizing the value of customer service, and that puts even more pressure on the Motor Business Group to have the best.

"Although customer service is an added value to our products, it has to be the best in the industry to make a difference," Cooke said.

"That's why we need people in our organization with competitive spirits.

"We have competitors down the road across the river and across the ocean trying to get our customers. In order for us to survive, we have to compete for their customers. Our method of competing is to be a better source of information," he said.

Telesales training

Cooke said the telesales specialist will undergo extensive training.

Technical-support training will be a high priority, because the telesales specialists will have to supply an answer to the routine technical question about all the products in the Motor Business Group.

Other training includes sales and phone techniques, problem solving, effective listening, and interpersonal skills related to telephone communicating.

Cooke said the specialists will also be trained how to use the data systems.

Still time to POP!

Customer Application and Order Service is still interviewing people who are interested in becoming part of the telesales team.

Employees who missed POPPING for these positions the first time still have the opportunity.

Refund on life insurance premium coming



Mary Pinckney, AEECD assembler, is one of the many participants of the Savings and Security Program's life insurance option who will receive a 50% refund on 1985 premiums. The refund is a result of the plan's "favorable financial experience." Pinckney said she took the option in last September's open-enrollment period. "I signed up so that if something happens to me, my son will be able to go to college," she said.

This month, employees who participated in the Savings & Security Program's life insurance option in 1985 will get back half of what they paid for the '85 coverage. The checks are being sent to employees' homes.

The 50% refund of premiums is the result of the plan's "favorable financial experience" in 1985. This means the total premiums paid by plan participants were more than enough to cover the death-claim payments.

How to figure

Employees who are eligible for a refund can determine the amount by taking 50% of the 1985 insurance contribution figure shown on the S&SP annual statement. This statement was mailed to employees' homes several weeks ago.

Under S&SP provisions, life insurance

may be obtained by enrolling for payroll deductions of either ½% or 1% of an employee's earnings. The cost of the coverage is reduced by the company's 50% matching payment, as well as by premium refunds.

Insurance payments vary according to the age and annual earnings at death. Take, for example, a 29 year old earning \$25,000 a year who had selected the 1% contribution option and was paying a premium of about \$4.80 a week. This person's beneficiary would receive \$1,250 a month for 40 years - a total of \$600,000.

Additional information on the S&SP life-insurance option - including how to apply - is in the GE Employee Benefits Summary Plan Description and GE Employee Benefits Plan Document books recently distributed.

Fort Wayne employees respond to "re-word" coupon

Fort Wayne GE employees responded to the coupon requesting "re-words" in last week's GE News. "Re-words" describe any task that has to be done more than once before it is done right. They serve to remind employees of the need to eliminate rework from their jobs. Performing work right the first time saves wasted effort and money, and helps Fort Wayne GE businesses compete more effectively, resulting in increased job security. The following are some of the "re-words" submitted this week. Employees are encouraged to add to the list by sending in the coupon below.

Repunch
Relist
Readjust
Reassign
Rebuff

Re-enter
Return
Retest
Reload
Retype

Reapply
Redefine
Re-explain
Recommunicate
Rerun

REturn this coupon to the GE News office, Building 18-3.

A "re-word(s)" we need to eliminate from Fort Wayne GE businesses in order to improve the quality of products and services is (are):

Name _____

Location _____

Videotape on past and future of GE to be shown

"First Edition," a videotape that reviews the performance of GE businesses in 1985 and looks on to 1986, will be shown to all interested Fort Wayne employees during lunch at the following times and places:

Wednesday, March 19, 11:40 a.m. to 12:05 p.m. in the 26-2 Conference Room; and Friday, March 21, 11 a.m. to 1 p.m. in the Taylor Street Sec. 1 Conference Room and the 18-1 Conference Room.

DeVault says change needed to stay competitive

The GE Construction Equipment Business Operation - like many other American businesses - must change in order to survive, Everett DeVault, Construction Equipment Manufacturing and Technology Operation general manager, said to Specialty Transformer employees in the GE Club gym last week.

"Ours is a business in transition, as we adjust to increased competition and slower market growth. The changes we have made over the past couple of years have been needed to keep us competitive."

He said change produces rumors, questions and uneasiness in employees.

"When visiting CEBO locations around the country people often ask me, 'Are the rumors true? Is our business in deep trouble?'"

"While I will be the first to tell you that our business is being challenged like never before, CEBO is not a candidate for the graveyard," he said.

"Overall, this business is strong, healthy and very much alive. The changes we are making are designed to keep it that way."

International competition

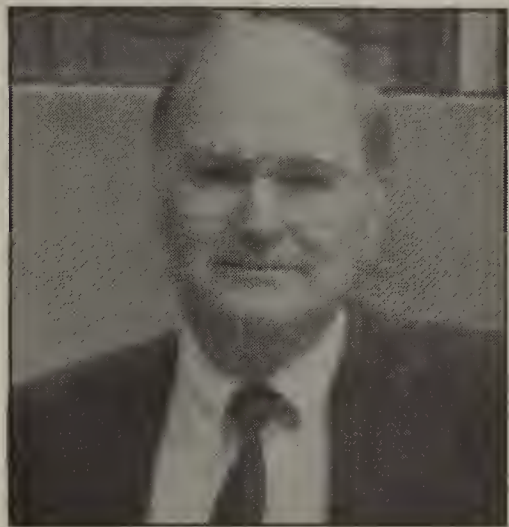
DeVault said international companies are posing a strong competitive challenge in the construction equipment business.

"Back when I joined the company in the late 40s, we were preparing to reap the fruits of the expansion years of the 50s and 60s, an era of tolerable

growth and competition. In those days, GE only had to keep an eye on Square D, Jefferson Transformer and Westinghouse.

"But today we are competing with new names such as Fuji, Mitsubishi and Siemens. These foreign competitors are financially strong and market aggressive."

"They see GE running at the head of the pack with a major portion of the total U.S. market in construction equipment, and they are literally pulling out all the stops to get our customers."



Everett DeVault

As examples, DeVault said Fuji is aggressively marketing a line of UL-approved molded case circuit breakers across the country. And Mitsubishi is gaining entry in the U.S. through a joint venture with Westinghouse.

"But we're not awestruck by all this activity, nor are we rolling over and playing dead. We're standing tall and positioning this business to deal with the challenge head-on, enabling us to prevent foreign competitors from establishing a foothold in the U.S. marketplace."

"We intend to prevent our business from going the way of other U.S. businesses that lost the battle for survival because they did too little, too late."

Costs are barriers

"The major weakness we have is that we are still not the low-cost producer in the marketplace," he said. "The basic cost of our labor, materials and overhead is a large part of our total cost of doing business."

He said a survey comparing pay rates for various jobs in different companies showed, in many communities and states, GE's wage and salary rates above the average rates of people doing similar kinds of work.

"In order to compete, we are often forced to quote at levels which provide us with marginal profit opportunity. Offshore competitors can quote the same price levels and make more profit because they make the product in lower cost labor areas," he said.

"It's obvious that if our competition can consistently make a larger profit than we can, they are going to gain financial strength while we grow weaker. Over time, we would be out of

business, handing layoff notices to all employees instead of the levels we have already experienced."

He said to prevent this chain of events from happening, CEBO must achieve world cost leadership.

Productivity improvement is key

"One of our most important goals is to upgrade the productivity of our manufacturing processes. This is key to achieving cost leadership," DeVault said.

He said this goal is being achieved with the latest technological and engineering techniques, and equipment that will outperform competitors' manufacturing processes by leaps and bounds.

"Here in Fort Wayne, you have been working hard on a project to redesign the high-volume, general-purpose transformer - an effort which will realize major material savings. We are also developing a system to standardize our transformer products, enabling us to improve productivity by significantly reducing product design time," he said.

"You also have some new equipment in-house like the Georg cut-off machine which will generate tremendous productivity improvements."

DeVault said employees' ideas and cost-saving suggestions in the offices and on the shop floor can also be instrumental in creating a "competitive edge."

Continued on Page 4.



General Electric News

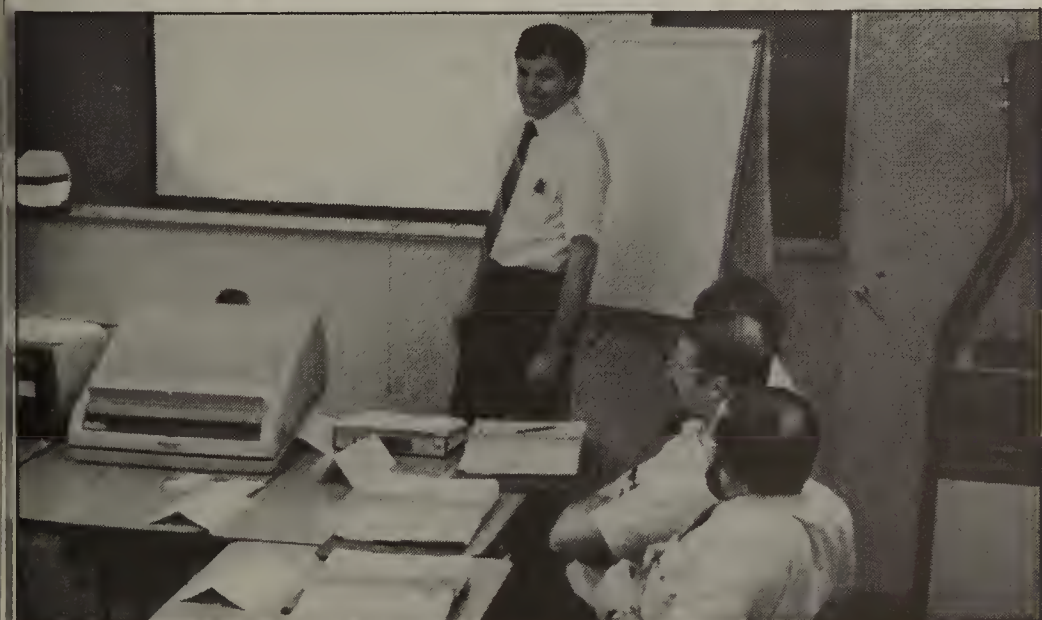
MARCH 20, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 10

**Hospital Review
information on
page 4.**

Employees from all areas of MBG in quality training



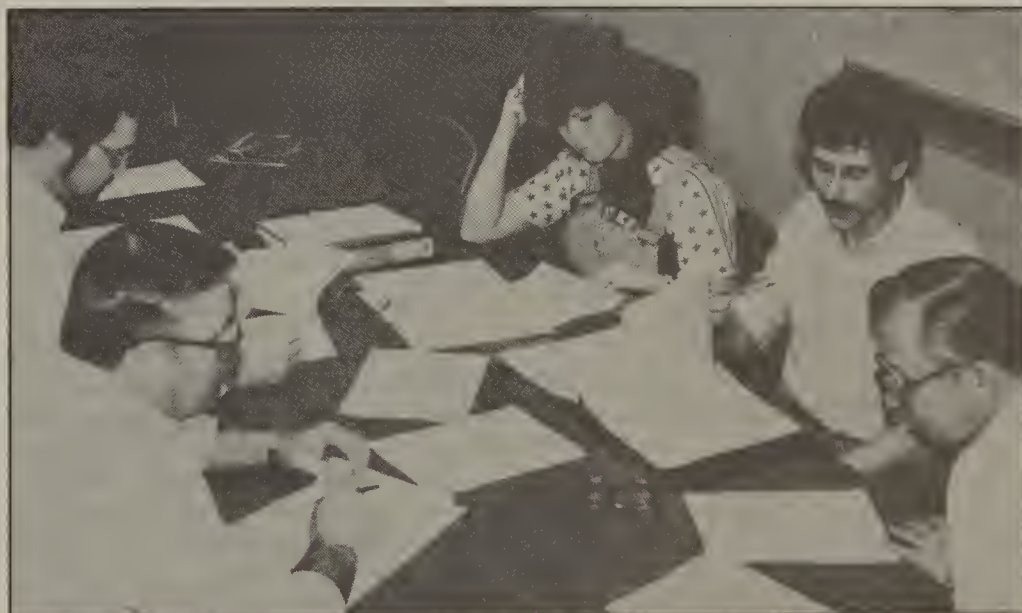
Jim Bloomfield, MBG electrical engineer in Building 19-2, gives a presentation to his Excellence Through Quality Statistical Process Control Class.

Employees from all areas of the Motor Business are currently involved in the first semester class of Excellence Through Quality Statistical Process Control training.

The classes are divided into cross-functionalized groups that work on application projects. The group members learn how to eliminate costly quality mistakes and problems in areas of the business that may or may not directly affect their job.

For instance, Jim Bloomfield, an electrical engineer in Building 19-2, recently participated in a group application that dealt with billing procedures in the marketing department.

"There is a big advantage to learning quality lessons from areas of the business other than your own," Bloomfield said. "It helps you see that all quality problems are related with respect to the customer. Quality can affect services as well as the product."



Decatur employees work on a group application project for their Excellence Through Quality Statistical Process Control class.

Bloomfield acted as the group's spokesman when it reported to the class. He presented data the group found concerning mistakes in billing procedures, and then gave proposed solutions to the problems.

One of four groups at Decatur recently presented to its class the findings of a study they did to determine the tolerance level of a Tree shaft lathe.

Shirley Lambert, moderator of the

Decatur class, said, "The concept the students are learning from the group applications is not really new to American industry. It's just that stiffer competition is forcing us to take another look at the costs associated with quality mistakes in every part of our business."

She said people from various functions working on common projects promotes the teamwork approach to business.

Affects primary payer for dependent insurance

Another good reason to remember spouse's birthday

Effective Jan. 1 of this year, GE adopted a new practice - recommended by the insurance industry - for determining the primary payer of insurance benefits for dependent children when a GE employee's spouse has dependent insurance under another employer's plan.

Year's earlier birthday

Under the new provision, the insurance plan of the spouse whose birth date is earlier in the year is the primary provider. This is not to be confused with age - only the month and date of the person's birthday.

For example, assume a GE female employee whose birth date is March 5 has dependent insurance for her children. Also assume her husband, whose birth date is July 2, is not a GE employee and has dependent insurance coverage through his employer.

Because her birth date occurs earlier in the year, GE is the primary carrier of claims involving their children. The husband's insurance, in this case, would be the secondary carrier - giving consideration to further payments after learning how much the GE Plan had paid.

Filling out claim form

GE employees whose spouse works elsewhere should write their spouse's birth date on the claim form so the order of payment may be determined by the insurance carriers involved. This helps assure proper payment on a claim involving children.

The GE insurance carrier will advise the spouse's insurance carrier that the GE medical plan follows the birth-date rule.

If the spouse's carrier has not yet



AEECD Cable Assembler Barbara Hill's birthday is in January. Her husband - who works for another company - has his birthday in March. Because they both carry dependent insurance for their children and her birthday falls earlier in the year, her plan is the primary payer. This is due to the "birthday rule" which took effect Jan. 1.

adopted that rule, the GE medical plan will pay benefits, as in the past, with respect to the primary and secondary payer.

Maintenance of benefits

Another provision of the GE Comprehensive Medical Expense Insurance Plan which went into effect Jan. 1 is

the "maintenance of benefits" arrangement when the GE plan is the secondary payer.

"Maintenance of benefits" means: GE will coordinate payment so that the employee receives in total from the two plans what he or she would have been entitled to had the GE Plan been the primary payer.

The GE Plan is the secondary payer in situations involving:

- A GE employee's spouse who works for and is insured through another employer. In this case the other employer's plan is the primary payer for the spouse.
- Dependent children of an employee whose spouse is also carrying dependent children's insurance through his or her employer and who has an earlier birth date than the GE employee (as discussed above).

GE pays difference

GE will pay only the difference, if any, between the benefits paid by the other plan and the benefits which would have been payable if the GE plan were the primary payer.

Take, for example, a GE employee's wife who has \$1,000 in Type B expenses, 80% of which (\$800) will be reimbursed by her employer's insurance plan as the primary payer. This will be compared to what the GE plan would have paid if GE had been the primary payer - which in this case would have been 85% or \$850.

The GE plan, as the secondary payer, would reimburse the GE employee \$50 - the difference between \$850 and \$800. The total reimbursement from the two plans would thus be \$850 - exactly what the GE plan would have paid as the primary payer.

Charities receive over \$300,000 through 'More Gifts...More Givers'

Charities approved for gift-matching under the General Electric Foundation's "More Gifts...More Givers" Program last year received more than \$300,000 in employee gifts and matching payments.

The 56 organizations approved by the Foundation trustees in 1985 received 2,490 gifts totaling \$156,040 from employees and retirees. This money was matched by the Foundation.

Health and human service agencies received most of this support, \$131,351 or 84%, including \$44,100 for disaster relief work. Arts and cultural organizations attracted gifts totaling \$17,766, and conservation and environmental groups got \$6,373.

Schenectady led all locations with \$70,943 in gifts to seven organizations. At the top of the list was the City Mission, which raised \$28,748 in a capital campaign to replace a downtown facility destroyed by a disastrous fire. The Capital District Hospice attracted the greatest number of gifts, 417, for a total of \$19,587.

Employees were also generous to victims of natural disasters. Some \$16,238 was given to relief organizations helping the survivors of the Mex-

ican earthquakes. A total of \$15,726 was raised to aid flood victims in the Salem, Va., area. And relief agencies near Erie, Pa., and in eastern Ohio received \$10,294 after devastating tornadoes last spring.

Agency support reviewed

The "More Gifts...More Givers" Program was launched in February 1985 when three organizations were approved by the Foundation trustees. At their winter meeting this year, the trustees approved ten more organizations. They also decided to review each organization after it had been on the matching-gift list for one year to determine if employee support or other special circumstances warranted keeping it on for another year.

Organizations in the Fort Wayne area eligible for "More Gifts...More Givers" matching are the West Central Neighborhood Committee and the Allen County Public Library Foundation.

Employees who would like a "More Gifts...More Givers" form or would like to nominate a new organization for eligibility should see Gloria Smith, Building 18-3.

GE Golf Leagues to start soon

It's time once again to sign up for the GE Club Golf Leagues. Employees who would like to play should call a league manager. The leagues' schedules follow:

Day	Place	Time	League Mgr.	Phone #
Ladies:				
Tuesday	McMillan	4:45	Lois Perrine	Ext. 4809
Men:				
Monday	Brookwood	4:50	Greg Olwine	Ext. 3456
Monday	Col. Oak	5:00	Mel Guillaume	Ext. 2820
Tuesday	Brookwood	5:00	Mark Lewers	Ext. 2263
Tuesday	Foster Park	5:10	Dick Wells	Ext. 3365
Wednesday	Foster Park	5:00	Phil Ross	Ext. 2938
Thursday	Foster Park	3:45	Don Shafer	Ext. 4809

Florida Scramble

The first Florida Golf Scramble is set for May 17 at 8 p.m. More information will come in a later issue of the GE News.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Bill McShain Editor Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

GE NEWSLINE

GE Medical Systems wins in India and El Salvador

MILWAUKEE - While U.S. markets for high-technology medical equipment continue to be weak, GE's Medical Systems Group has intensified its effort to sell in other parts of the world. Wins over the competition have gained orders in India and El Salvador.

GE supplied the National Hospital in Bombay, one of India's newest hospitals, with diagnostic imaging equipment. Eric Wentz, sales manager for the Asia/Pacific region, said this was

an important strategic win because the new equipment will function as a showplace of GE products for other potential customers in that country which is one of the fastest growing health-care markets in the world.

An order for diagnostic x-ray equipment and accessories was won in El Salvador. Key factors in this win were that much GE medical equipment is already in use in that country and GE's service reputation there is good.

Syracuse's E-Lab develops transistor

SYRACUSE - GE's Electronics Laboratory has developed a high-performance transistor which someday may help make solid-state radars more energy efficient.

The transistors, called High Electron Mobility Transistors, will - for the same amount of power required by today's transistor technology - ena-

ble a radar to see objects farther away and more clearly. They may be used to reduce the power required for a given range. Less power can mean lower operating costs.

The new transistors have exhibited better performance at higher frequencies than those produced by GE's competitors.

GE broadcast satellite launched in Japan; RCA has contract for next earth orbiter

TOKYO - Japan's National Space Development Agency has launched its second television direct-broadcast satellite from Tanegashima Space Center with a three-stage Japanese rocket. The spacecraft, built by GE's Space Systems Division in Valley Forge under contract to Toshiba, is designed to provide transmission to remote areas of Japan where television reception has been poor.

In geosynchronous orbit, the 350-kilogram satellite's rotational speed

around the earth's equator matches the earth's own rotational speed so that the satellite appears to remain in the same place, over a specific location on the earth's surface.

The launch was delayed about a year to permit modifications to the satellite's travelling wave tubes following mechanical problems with the first satellite in 1984.

The next-generation satellite, due to be launched in 1990, is being built by RCA.

RCA Delays construction of semiconductor plant

CAMAS, Wash. - RCA and Sharp Electronics of Japan have suspended construction of a \$260-million semiconductor plant in Camas in order to reassess the venture in light of RCA's pending merger with General Electric.

The Camas plant is planned as the production facility for the joint ven-

ture which now operates out of temporary quarters in Vancouver, Wash. Construction in Camas is in its early stage.

Jon Shroyer, president of RCA/Sharp Microelectronics, said the resources, techniques, and technology brought to RCA by GE "may change the direction" of the joint venture.

Ipcosco laying off 695 at plants in Canada

REGINA, Saskatchewan - Ipcosco, Inc., a steel company, is laying off 695 of its 14 hourly employees indefinitely because of declining demand for steel casings and increased competition from

imports.

The layoffs will be at plants in Regina; Calgary and Edmonton, Alberta; and Port Moody, British Columbia.

General Motors laying off 2,000 in locomotives.

MCCOOK, Ill. - General Motors' Electro-Motive division is planning a temporary layoff of about 2,000 of its 6,000 employees because of a depressed market for its diesel-driven electric locomotives.

GM said the layoffs will last approx-

imately two months and will affect employees at both its McCook and South Chicago facilities.

Employment at this GM division has fallen from 13,000 to 6,000 since 1979.

Ford considering sale of paint-making operation

MT. CLEMENS, Mich. - Ford Motor Co. is considering selling its paint-manufacturing operation or combining the unit with a larger company in the same business.

Ford said the move is aimed at improving the efficiency of the operation which is based in Mt. Clemens. It currently employs 500.

Adlets

FOR SALE

DROPLEAF TABLE; pot belly stove 632-4733.

GOODRICH LIFESAVER RADIAL TIRES, stlbld, 4, ER78-14, \$20. 485-2520.

TROY BUILT TILLER, horse & all atts., ex. cond., \$750. 638-4998.

FIRST COMMUNION DRESS, sz. 10, organza and lace. 484-1395.

'85 LOWE BASSBOAT, 50 HP Merc., trailer, extras, used twice, aft. 5 p.m. 432-6150.

'80 CHRYSLER LEBARON, 4 dr., 6 cyl., air, full pwr, AM-FM, new tires, very clean, \$2,500. 747-0241.

CHROME 24" UNICYCLE & STAND, 30 min. riding lesson, aft. 5 p.m.. 447-2886.

'75 OLDS CUTLASS SALON, 2 dr., ps, pb, air, must sell, \$500. 749-2258.

GE PRIBL, CONVERTIBLE DISHWASHER, \$290. 486-4529.

SEARS COLDSPOT AIR CONDITIONER, 5,000 BTU, free. 456-8433.

EAP

It's good to know
it's there
when you need it.

'81 HONDA ACCORD, air, AM-FM cass., low mileage, \$4,900. 485-7251.

KAYAK - 17' Eddyline, fiberglass, Sandpiper mdl, ex. cond. 456-5098.

'77 MERCURY COMET, AM-FM, new brakes, \$1,090. 486-2535.

'80 PLYMOUTH HORIZON, air, auto, hatch, 4 dr., low miles, \$2,600. 424-2973.

'72 CHEV. IMPALA, 2 dr., good 350 eng. & trans., \$275, aft. 6 p.m. 447-7111.

ANTIQUE OAK ROCKER, antique oak buffet. 632-4733.

ATARI 800 XL COMPUTER, complete, still in box. 622-7196.

MAHOGANY THREE CORNER DINING ROOM CUPBOARD. 483-0678.

'78 KAWASAKI 100KM MOTORCYCLE, very good cond., licensable, great trail bike, \$400. 432-7927.

MANUAL GARAGE SIDE DOORS, 2, you pick up, \$20. 422-3316.

MOBILE HOME & LOT, Venice, FL, adult pk, 10'x50' Sabre, 10'x30' scrnd porch, carport, shed, fruit trees, \$19,900. 489-3006.

'77 CHRYSLER NEW YORKER, 4 dr., V8, auto, air, ps, pb, AM-FM. 747-3311.

'75 CHEV. MONZA, 65,000 miles, ex. motor, aft. 5 p.m. 745-7481.

GE 25" COLOR TV, remote control, ex. cond., \$300. 432-5201.

'76 BMW 2002, tan, manual, air, 71,000 miles, very good cond., rare opportunity, \$3,000. 432-3736.

WANTED

CUT GLASS - unusual pieces, reasonable. 693-3927.

GOOD USED BABY BED & CLEAN MATTRESS, up to 4-5 yrs. of age. 483-0069.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

SERVICE

SWEETCAKES THE MAGIC CLOWN - costumed bunny delivery w-basket, rabbit & more. 745-1545.

Elex calendar - April

3 Reservation deadline for Bosses' luncheon at Ramada Inn on April 17.

7 Bosses' Night, Cocktails 5-6 p.m., dinner at 6:15 p.m., Hall's Guesthouse - Fireside Room, Washington Ctr. Rd.

7 Partizan Board Meeting, 11:30 a.m., Alexander's, East State Blvd.

8 Paint Class, 6-8:30 p.m., Bldg. 18-1 Conf. Rm.. 4"x6" "Girl in Hat Rub Out", \$13; reservation deadline April 4. Mail to Cindy Doudt, Taylor St., Ext. 4875.

9 Pen El Social, 11:30 a.m., Bethany Presbyterian Church, Main Street.

10 Second Shift Board Meeting, 1 p.m., Elex office.

11 Deadline for \$100 deposit for 7-day (one island) trip to Hawaii.

14 Executive Committee Meeting, 4:45 p.m., Elex Office.

15 Paint Class, 6-8:30 p.m., Bldg. 18-1 Conf. Rm., 4"x6" "Boy on Potty Rub Out", \$13. Reservation deadline April 11. Mail to Cindy Doudt, Taylor St., Ext. 4875.

15 Partizan Luncheon, 12 Noon, Salem United Church of Christ, Lake Avenue. Speaker will be Marshall Brinkman, authority on Civil War.

16 Pen El - Trip to Bear Creek Farms. Call Aldyth Cotner, 632-5812.

16 El Par Chapter Meeting, 12 Noon, Chen's Restuarant, Northcrest, Washington Ctr. Rd.

26 Proposed Auditorium Sale in the GE Club, 9-3 p.m. - Set up your own table or donate prepriced items to Elex Club.

28 Honorettes Chapter Meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

28 Deadline for May 12 Mothers-Daughters banquet.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

April 11 deadline for Elex Hawaii trip.

April 11 is the last day employees and pensioners may turn in the \$100 deposit for the Elex-sponsored Hawaii trip during Shutdown.

The trip lasts seven days and nights on Ohau at the Hilton Hawaiian Village located on the beach.

The vacation is unstructured to allow participants to enjoy Waikiki at their own pace. Optional sightseeing will be

made available at the hotel desk, and the tour company will help plan days for those who would like assistance.

Cost of the trip is \$799. This price includes round-trip airfare, hotel accommodations, transfers and luggage gratuities.

Brochures are available in the Elex office or by calling the Allen Travel Service group department at 423-4419.

Elex offers Toledo River Cruises

The Elex Club is sponsoring two exciting Toledo River Cruises down the Maumee River on May 17 and 18.

Trip A

Trip A consists of a visit to the Toledo Art Museum, lunch and shopping at Portside Marketplace, bargains at the Libby Glass Factory Outlet, buffet dinner aboard the Arawanna Queen, and a 2½ hour riverboat cruise with live entertainment and dancing.

Trip B

Trip B consists of everything in trip

A, but also includes an overnight stay in the Sheraton Westgate Hotel, and dinner and show ("King and I") in the Westgate Dinner Theatre.

Cost

Trip A costs \$49.50, and Trip B costs \$118 (an additional \$2 is charged for non Elex members). The reservation deadline is April 18.

To make reservations, submit the following coupon and payment with self-addressed stamped envelope to Citizens Concerned, Inc., 233 West Main Street, Fort Wayne, IN 46802.

ELEX TOLEDO RIVER CRUISE TRIP

Name _____

Address _____

City/State _____

Phone _____ Zip _____

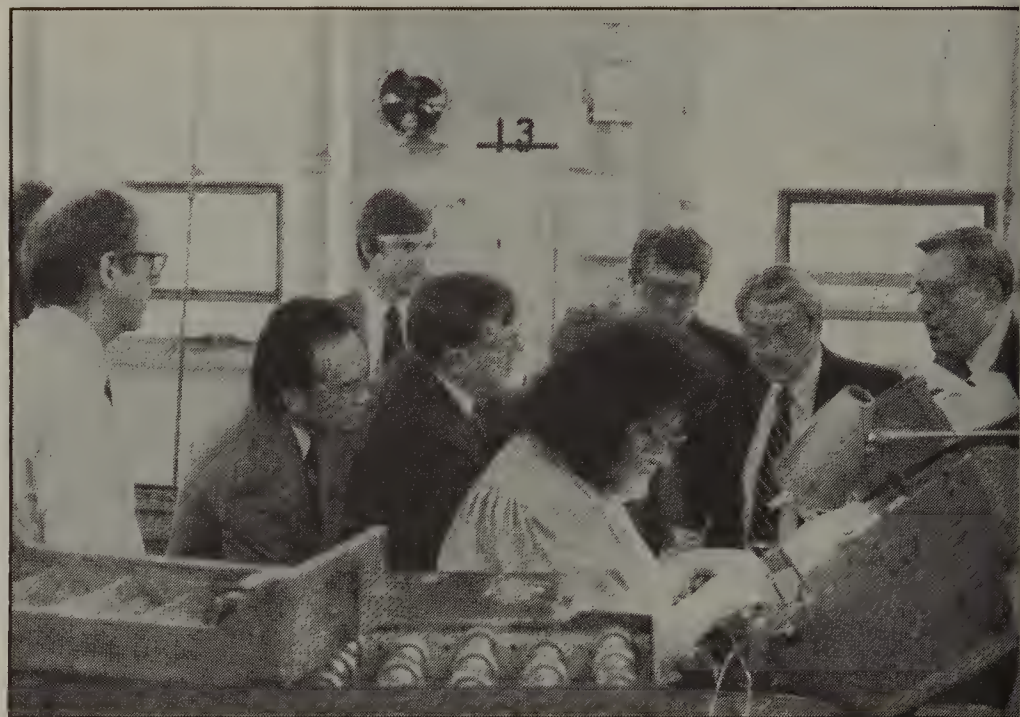
Roomate _____

Check one: ☐ Trip A ☐ Trip B

TO MAKE RESERVATIONS: SUBMIT COUPON AND PAYMENT WITH SELF-ADDRESSED STAMPED ENVELOPE TO THE ADDRESS ABOVE.

RELEASE FROM LIABILITY: In consideration of the services provided by the Travel Service of Citizens Concerned for the Senior Center, Inc., I do hereby release that organization from all liability for accident, injury, damage or loss which I may sustain as a participant in this tour.

Signed: _____



Valued customer visits MBG operations

A group of employees from Von Weise Gear Co., a valued customer of the Motor Business, recently visited Motor plants in Fort Wayne and Decatur. Len Knecht, senior marketing and application engineer, said, "Tours such as this one present us with a terrific opportunity to demonstrate our capability as a vendor." Above, Von Weise visitors watch Connie Zamudio, Building 4-2, connect amps as Lowell McLaughlin, senior design engineer (far right) explains. Leon Argo, CSD St. Louis, is standing beside McLaughlin, and Steve Steitz, quality control engineer, is pictured far left.

Pensioner aspects covered

Hospital Review explained

Several pensioners have asked if Hospital Review applies to them and their covered dependents.

"The answer to that question depends on whether or not the pensioner participates in the Comprehensive Medical Expense Insurance Plan," said Homer Jennings, manager of benefits. "Pensioners who participate in the Plan do have to follow the Hospital Review and the Second Surgical Opinion procedures."

Jennings reviewed the procedures for Hospital Review that apply to every Plan participant - employee or pensioner.

Hospital Review consists of Precertification, Concurrent Length of Stay Review and Discharge Planning.

Precertification of non-emergency hospital admissions may save the employee from unnecessary hospitalization. In certain cases, substitution of outpatient care may be more appropriate.

Plan participants who do not receive Precertification approval for a non-emergency hospital admission will lose 50% of their hospital benefits.

The steps for Precertification are:

- For all non-emergency inpatient admissions - Give the doctor a Hospital Precertification Form. A copy of the Precertification Form is in the Hospital Review and Second Surgical Opinion kits mailed to Plan participants last December. Copies are also available by calling the toll-free Hospital Review Office phone number listed in the information kit and on the Plan I.D. cards that were sent out last December.

- The doctor should mail the completed Form to the Hospital Review Office at least two weeks before the scheduled admission date. If there is not enough time for mailing, the doc-

tor may call the toll-free number with the necessary information.

- A Hospital Review Nurse receives the request for hospitalization - either by mail or by phone - and uses approved medical guidelines to review the symptoms and diagnosis described by the doctor. The nurse will either approve full Plan benefits for the admission or refer the information to a hospital review doctor. The Hospital Review Doctor may then call the attending doctor to discuss the case in more detail.

- If the Hospital Review Nurse certifies the admission, the employee or pensioner, the attending doctor and the hospital will be notified in writing concerning the precertification and approved length of stay. If time doesn't permit the mailing of written certification, the Hospital Review Nurse will notify the employee, the doctor and the hospital by telephone.

Jennings said Hospital Review is not required for emergency admissions. In these cases, the patient, family member, attending physician or hospital representative must call the toll-free number no later than the day following admission.

A Concurrent Length of Stay Review means the Hospital Review Nurse will review the employee's hospital stay in accordance with accepted medical guidelines.

Discharge Planning assures that any continued care the employee may need will be carefully planned and rendered in the most appropriate place - whether it be in the hospital, extended-care facility or through outpatient care.

Procedures for the Second Surgical Opinion provisions of the Plan will be discussed in a later issue of the GE News.

Continued from Page 1.

change needed

Another important means of improving productivity is using resources wisely and more efficiently, said DeVault.

"We're organizing our people, technological capability and support functions in ways they can make their greatest contribution to the business.

"We cannot stop improving our structure. We must continue to find ways to operate more efficiently, and sometimes that means reducing employment.

"Some decisions are hard to make. But our first priority is to maintain the health of our business and protect the majority of CEBO jobs.

"Customers are the only ones who truly determine job security. We are working hard not only to keep the customers we have, but to lure others currently doing business with our competition."

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE, IN 46801



General Electric News

MARCH 27, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 11

Happy
Easter!

Bussick: '86 should be 'turnaround' year



Don Bussick, Motor Production manager, speaks to IAM Lodge 70 members. Dennis Sherman, Lodge 70 representative, listens.

1986 should be a turnaround year for the Motor Business, Don Bussick, general manager of Motor Production, told IAM Lodge 70 representatives. He recently reviewed 1985 business results and discussed challenges for 1986 with Lodge 70 and IUE Local 901.

"Last year was tough. Our battle with foreign and domestic competitors forced us to make many changes such as relocating people to different areas, introducing new products, transferring product lines and closing plants. "We accelerated our all-out effort to get costs down and improve our productivity last year. As a result, we managed to increase our profits even though sales were down," Bussick said.

Profits below company averages

Summarizing 1985, Bussick said, "Considering all the change and upheaval of last year, our performance was good."

"But we still have a long way to go," he said. "Despite last year's improvements, MBG's profits remain far below company standards. And the Fort Wayne operation's net income as a percent of sales was approximately half of the Motor Business Group average."

"We must continue to reduce costs that is, take costs out forever - and

improve productivity," he said. "The lessons we learned in 1985 will serve as a springboard for our efforts in 1986."

Indirect imports

"Indirect imports (products coming into the U.S. with motors already in them) are posing one of our greatest challenges. They are forcing us to evaluate and trim costs, and motivating us to improve the quality of our products and value of our services," said Bussick.

"Today our customers compare our motors with those from all over the world. Therefore we have to be the best in order to stay in business."

Bussick said improving quality and customer service are key strategies for 1986.

"We are implementing an Excellence Through Quality culture change. This new concept - which includes Statistical Process Control training - will be an ongoing part of our business and will prepare us to catch quality errors before they happen."

He said the strides being made to improve customer service include a new Order-Ship-Bill system that will link customers, sales offices, manufacturing facilities and warehouses



(From Left) Lodge 70 Representatives Jim Schmitt, Fred Springer and Dennis Duli listen as Bussick reviews 1985 and looks on to 1986.

together to improve MBG's order processing time cycle.

"As you already know, our new Customer Service Organization has been designed to be the best in the industry. This is a big change in our approach to serving customers, and we're confident it's going to make a difference in where customers go for motors."

Change is imperative

Bussick said change is imperative if the Motor Business is to compete effectively against international competition.

He pointed to changes in Technology, where such innovations as the electronically commutated motor are causing customers to view the Motor Business as the forerunner in the industry.

"With fewer and fewer domestic competitors and increased overseas competitors, we have to set our business up to be the technology leader. It shows customers that we have the capability to handle their needs and make them winners in the future," said Bussick.

Another example of change Bussick mentioned is the new "self-directed workforce" being implemented in the

Motor Business.

"This change is being put into place to help us take advantage of the experience of our people. It will take a lot of getting used to. But the lessons we learn from one another and the commitment we all make together will make this business stronger and wiser."

He also pointed out that the Motor Business will continue to invest in plants, equipment and high-leverage productivity projects. It will also continue to form joint ventures with other firms to complement MBG's technology base.

"Every one of us must realize that change is the reality of our industry. We have to be flexible and cooperative if this business is to be the one standing when others fail."

"We can only survive if we have the desire to make it. We're counting on the experience of MBG employees. But even more important, we need their support, commitment and positive attitude."

"The strategies of this business have to be aimed at making a profit. That is the only way the Motor Business can provide jobs. That means we have to pull together to make the Motor Business viable in our challenging business environment."

Jennings reviews Second Surgical Opinion

Doctors don't always agree on the necessity for a patient to have surgery. That is why it's important for patients to have more than one doctor's opinion before deciding to have surgery, says Homer Jennings, manager of benefits.

This is also the reason GE has added the Second Surgical Opinion Program to the Comprehensive Medical Insurance Plan, Jennings said. Effective Jan. 1 of this year, Second Surgical Opinion requires Plan participants and their dependents to receive a second opinion from a board-certified surgeon or internist for non-emergency surgeries that fall in 17 categories.

These categories are listed in the Benefits Booklets, on back of the Plan I.D. cards and in the Hospital Review/Second Surgical Opinion information

kits mailed last December.

"Plan participants who do not obtain a second opinion for a non-emergency surgery in one of the selected categories will only receive 50% of the benefits for the hospital, surgeon and assisting surgeon," he said.

Jennings said many Plan participants are still unsure about the procedures for Second Surgical Opinion. Those procedures follow:

- If the doctor recommends non-emergency surgery for one of the 17 categories, the participant must contact the Surgical Review Nurse at the toll-free Surgical Review number. The number is listed on the Plan I.D. cards. It is 1-800-344-6872. The Surgical Review nurse will give the par-

ticipant the names of up to three Board-certified surgeons or internists in their area, along with a Second Surgical Opinion claim form.

The participant is not required to receive the second opinion from the surgeons or internists named by the Surgical Review Nurse. However, the second opinion must come from a Board-certified surgeon or internist.

- The second doctor the employee or pensioner consults will give his or her recommendation.
- The person must then decide whether or not they want to have the surgery. If the answer is yes, the Surgical Review Nurse should be notified at the toll-free number.

"It's important to realize that Plan

participants have the freedom to choose surgery without the loss of benefits, regardless of what the doctor giving the second opinion recommends," Jennings said.

What about pensioners?

Do pensioners have to obtain a second surgical opinion for one of the 17 surgical categories.

According to Jennings, the answer to that question depends on whether or not the pensioner participates in the Comprehensive Medical Expense Insurance Plan.

He said most Plan participants are under age 65. But it is possible for pensioners 65 and older to participate if disabled when he or she became 65.

GE Consumer Electronics Business closing plant in Utica; some transferring to Syracuse

UTICA, N.Y. - GE's Consumer Electronics Business Operations' plant in Utica is to be closed - probably in September. The plant has 93 employees specializing in the repair and design of personal entertainment products.

Twenty-one employees will transfer to Syracuse where engineering, quality-audit work, parts cataloging and product-service documentation for this product line are being centralized.

The other employees will be eligible for plant-closing benefits under the provisions of GE's Job & Income Security Plan.

Decision not easy

"It is never easy to announce business decisions which affect people's

jobs," said Jacques Robinson, CEBO general manager.

Critical to survival

"Unfortunately, the competitive intensity of the consumer electronics marketplace demands that we take hard actions such as these to achieve greater operating efficiencies and productivity. They are critical to our long-term survival as a viable participant in this industry."

Those employees who wish to continue working instead of electing plant-closing benefits will be assisted in seeking other job opportunities with GE, including positions at the Aerospace Electronic Systems Department in Utica.

Rising yen hurts Japanese

TOKYO - The rapid rise of the Japanese yen against the U.S. dollar is causing problems for Japanese manufacturers who export to the United States. It has lowered their profits and made their products less competitive in the U.S.

Pre-tax earnings of export-oriented Japanese companies dropped an average of 2.2% in the final three months of 1985 from a year earlier, although sales increased 4.6%.

As the yen rises, Japanese exporters receive fewer yen for the dollars they earn overseas. This has caused many to raise the dollar prices of the products when sold in the U.S. This, in turn, has reduced any competitive edge they had over products made in the U.S. and elsewhere.

Adlets

FOR SALE

- 10" ROCKWELL BANDSAW** w-motor & stand. 447-3653.
- '78 COROLLA STATIONWAGON**, good mech., body fair, \$1,200. 747-3425.
- 24" CHROME PLATED UNICYCLE & STAND**, w-30 minute lesson, \$35; call aft. 5 p.m. 447-2886.
- RADIAL TIRES**, 2, A85/14, \$80. 485-1709.
- '74 PONTIAC CATALINA STATIONWAGON**, \$600. 744-4407.
- GIRLS 20" BICYCLES**, 2, red, purple, \$25 ea. 478-1242.
- SINGLE BED** w-springs & mattress, \$75. 432-3274.
- HOUSE DOORS & HARDWARE**. 745-5235.

- '77 MERCURY COMET**, AM/FM radio, new brakes, \$950. 486-2535.
- ALUMINUM STORMS**: 26"x44", 28"x47", 28"x55", 67"x58", 39"x28", 32"x52", 26"x52". 447-0115.
- DARKROOM**, color & B&W capability, Bessler 23C enlarger, best offer. 432-5201.
- THREE ROOM HOUSE**, fair cond., 8218 Auburn Rd.; '69 Yellowstone trlr. 749-8627.
- '41 DODGE**, 2 dr., new brakes, disassembled, ready to sandblast, \$800. 432-4793.
- 23' COACHMAN TRAVEL TRAILER**, ex. cond., slps 8, shower, tub, furnace. 447-2817.
- TYPEWRITERS**, manual 13" & 18". 747-3871.
- '74 LARSON XL5 SPEED/SKI BOAT** w-'79 Chrysler 75 HP outbd mtr, many extras, \$2,500 or best offer. 447-7358.
- KENMORE ELECTRIC RANGE**, \$90. 486-4529.
- '75 CHEV. NOVA**, 65,000 miles, ex. motor, aft. 5 p.m. 745-7481.
- '75 BUICK LESABRE**, 4 dr., 8 cyl., air, pwr, one-owner, runs good. 623-6509.
- '64 FAIRLANE**, 260 V8, 3 spd, brt red, 56,000 orig. miles, \$2,500, aft. 6 p.m. 747-2401.

- SLIDING ALUMINUM PATIO DOORS**, 72"x80-1/2", like new. 639-6146.
- '81 PLYMOUTH WAGON SE**, loaded, orig. owner, ex. cond., \$4,095. 485-6193.
- 750CC HONDA NIGHTHAWK CYCLE**, elec. start, one season old, mag whls., a.m. only. 747-4030.
- '79 KAWASAKI LTD 400**, lots extras, 10,000 miles, \$800. 747-3967.
- '84 FORD ESCORT WAGON**, wht, low miles, ex. cond., \$4,895, eves. 485-4433.
- '82 YAMAHA QT50 MOPED**, low miles, ex. cond., \$250. 432-6287.
- '77 OLDS CUTLASS**, 350, auto, pwr, vinyl roof, stereo, ex. cond. 432-5838.
- 5 HP GARDEN TRACTOR** w-mower, looks & runs like new, \$250. 432-6287.
- QUEEN SIZE HEADBOARD**, new, solid wood, cost \$110, sell, \$75. 422-7164.
- '84 TOYOTA CELICA GT LIFTBACK**, air, cruise, 27,000 miles, ex. cond., aft. 5 p.m. 485-2103.
- INSTANT COLOR KODAK FILM**, 2, half price, eves. 745-5626.
- '80 CHRYSLER LEBARON**, 4 dr., air, 6 cyl, new tires, AM-FM, pwr, very clean, \$2,500. 747-0241.
- '59 MOBILE HOME**, Adult Pk, Venice, FL, 10'x50' Sabre, scrnd porch, carport, shed, skirted, crnr lot, \$19,900. 489-3006.
- '83 SUZUKI GS 1100 SX**; '76 Grand Prix, both ex. cond. 484-1646.
- '77 CENTURY ARABIAN BOAT**, 17', I/O, V-8, trlr, cover, \$7,600. 432-3305.

Set up a table at our...

AUDITORIUM SALE

Saturday, April 26, 1986

Selling hours...

9 a.m. to 3 p.m.

50 table spaces to rent
8' table - \$8.00 or 10' table - \$10.00

Bring your crafts, rummage, antiques, plants, furniture, and more to sell.

GE CLUB AUDITORIUM
1020 Swinney Avenue
Fort Wayne, Indiana

Sponsored by Elex Club

Contact:
Ann Day... 436-1529
Between 9:00 a.m. & 3:30 p.m.
Phyllis Petry... 749-0983
Between 7:00 p.m. & 9:00 p.m.
Elex Office... 428-3240
Leave a message on the Code-A-Phone & your call will be returned.

- '80 PLYMOUTH HORIZON**, ex. cond., 4 dr hatch, 45,000 miles, air, auto, \$2,600 424-2973.
- '80 FORD FAIRMOUNT**, 4 dr., loaded, orig owner, 55,000 miles, ex. cond., \$2,095 485-6193.

WANTED

- PEOPLE INTERESTED IN EXCHANGE PROGRAM WITH JAPANESE JUNIOR HIGH STUDENTS**. 486-4337.
- SMALL DAISY WHEEL COMPUTER PRINTER**. 432-9871.
- MATCHING HIGH BACK CHAIRS**, 2, It oak good cond. 638-4998.
- GOOD USED DOWNRIGGERS & TROLLING EQUIPMENT**. 447-7358.
- TROLLING MOTOR**, good cond.; cage fo med. sz. dog. 493-4002.
- LIONEL & AMERICAN FLYER TRAINS**, an condition. 1-724-8011.

SERVICE

- GENERAL HAULING**. 745-0902.
- ROOFING** - repair or renew, free estimate 747-5531.
- SWEETCAKES THE MAGIC CLOWN** - clown, gorilla, rabbit, balloons & more, all ages 745-1545.
- CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS**, NE only, reasonable. 485-7160.

Elex calendar - April

- Reservation deadline for Bosses' luncheon at Ramada Inn on April 17.
- Bosses' Night, Cocktails 5-6 p.m., dinner at 6:15 p.m., Hall's Guesthouse - Fireside Room, Washington Ctr. Rd.
- Partizan Chapter Meeting, 11:30 a.m., Alexander's, East State Blvd.
- Paint Class, 6-8:30 p.m., Bldg. 18-1 Conf. Rm., 4"x6" "Girl in Hat Rub Out", \$13; reservation deadline April 4. Mail to Cindy Doudt, Taylor St., Ext. 4875.
- Pen El Social, 11:30 a.m., Bethany Presbyterian Church, Main Street.
- Second Shift Board Meeting, 1 p.m., Elex office.
- Deadline for \$100 deposit for 7-day (one island) trip to Hawaii.
- Executive Committee Meeting, 4:45 p.m., Elex Office.
- Paint Class, 6-8:30 p.m., Bldg. 18-1 Conf. Rm., 4"x6" "Boy on Potty Rub Out", \$13. Reservation deadline April 11. Mail to Cindy Doudt, Taylor St., Ext. 4875.
- Partizan Luncheon, 12 Noon, Salem United Church of Christ, Lake Avenue. Speaker

- will be Marshall Brinkman, authority on Civil War.
- Pen El - Trip to Bear Creek Farms. Call Alldyth Cotner, 632-5812.
 - El Par Chapter Meeting, 12 Noon, Chen's Restaurant, Northcrest.
 - Second Shift Bosses' Luncheon, Ramada Inn, roast beef/dressing, \$6. Music by Rosewood.
 - Quintus Social Meeting, 1 p.m., Shawnee Branch Library, 5600 Noll Ave.
 - Reservation Deadline for May 17-18 trip to Toledo.
 - Executive Board Meeting, 7:30 p.m., Bldg. 18-1 Conference Room.
 - El Par Board Meeting, 9:30 a.m., Richard's Restaurant, Paulding Rd.
 - Honorettes Board Meeting, 11:30 a.m., Hall's Guesthouse, Washington Center Rd.
 - Proposed Auditorium Sale in the GE Club, 9-3 p.m. - Set up your own table or donate prepriced items to Elex Club.
 - Honorettes Chapter Meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.
 - Deadline for May 12 Mothers-Daughters banquet.

In memory

- Francis E. Parker**, P.O. Box 5114, died Feb. 23. He retired from GE in 1958.
- Adolph J. Rose**, 5415 Old Dover Blvd., died Feb. 24. He retired from GE in 1960.
- John W. Nall, Jr.**, Roanoke, died Feb. 25. He retired from GE in 1976.
- Charles R. Poole**, 1202 Pemberton Dr., died Feb. 25. He retired from GE in 1974.
- George Haggenjos**, 3009 Reed Street, died

- Feb. 26. He retired from GE in 1969.
- Otto J. Ruch**, 1811 Wayside Dr., died Feb. 26. He retired from GE in 1969.
- Clayton R. Dafforn**, Yoder, died March 1. He retired from GE in 1967.
- Cloyde E. Hamrick**, Decatur, died March 16. He retired from GE in 1978.
- Mildred L. Greene**, 7911 Old Decatur Road, died March 9. She retired from GE in 1968.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Bowling

Small Motor - 3/5		Small Motor - 3/12	
Duane Miller	225	Gil Baker	219
Rick Franklin	223	Greg Wiley	221
Vern Dochterman	222	Jim Witzigreuter	214
Maurice Haines	222	Rick Franklin	212
Hank Ahlersmeyer	210	John Thurber	211
Friday Nite Ladies - 3/7		GE Office - 3/17	
Janie Anderson	507	Steve Scherer	227
Martha Hire	203	Jim Tracey	212
Gertie Jones	195	Art Hartman	212
		Art Rasor	210
		Harold Wilkerson	226
GE Office - 3/10		Apparatus - 3/20	
Maurice Haines	218	Lee Schnepf	238
Dick Wells	216	Tim Slater	215
Bob Rietdorf	212	Max Geiselman	213
Don Wider	210	Wes Dunkin	4-7-9-10
Al Wasson	211		

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____ City _____
Address _____ Bldg. _____
Home Phone _____
The item(s) referred to in this ad are in no way connected with any business venture.
Signature _____



General Electric News

APRIL 3, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 12

Spring is here!

See tornado procedures
on Page 4.

Speaks to unions

Morey points to strategies for the future



Roger Morey, vice president of Marketing for MBG, speaks to representatives of IUE Local 901.



IUE representatives (around table from left) Ron King, Phil Stackhouse, John Carpenter and Larry Lock look on as Morey discusses strategies for the 90s.

Does the Motor Business have strategies to remain viable in the late 80s, 90s and beyond?

"That's a question security analysts frequently ask about all General Electric manufacturing businesses," Roger Morey, vice president of Marketing, told IUE Local 901 representatives. Morey spoke to IUE and IAM Lodge 70 representatives last week about some of MBG's preparations for the 90s.

Market-focused structure

"One very important thing we have done to prepare for the future is structure our departments to meet customer needs. These departments focus on markets, not products," Morey said.

In the past, MBG had five product departments, which meant that customers often had to deal with five sales managers, he said.

"What's worse is that these departments had separate pricing, terms, billing and other policies.

"Now we have departments responsible for markets - namely, the appliance, heating and air conditioning, commercial, and industrial markets."

He said the advantage of these 'market-focused' departments is that

they can sell the full mix of motors from the old product departments to their served markets.

For example, Morey said the person in charge of commercial markets found a market for 40-frame motors - such as those made at Taylor Street - that could be served by less-costly appliance motors made in Murfreesboro.

"We couldn't have touched this market with Taylor Street motors without losing money. But serving the market with appliance motors was profitable because it costs less to make them. As a result, we gained share in the market," he said.

"This wouldn't have been possible with the old product departments because they weren't allowed to sell products into markets other than their own."

The Taylor Street challenge

"The problem we have at Taylor Street is that it takes us more time than our competitors to make a 40-frame motor," Morey said.

"There are markets for the 40-frame motor. But if we're going to be successful in those markets, we must decrease the labor time and costs that go into them.

"One person alone is not going to come up with a way to do it. This challenge belongs to everyone. That's why I'm delighted with the new self-directed workforce concept. Every employee will have more input in the discussion of alternatives."

Indirect imports present challenge

Morey said indirect imports present another challenge for the Motor Business.

"The number of pumps, compressors, air conditioners and other products with motors in them being shipped into the U.S. is growing by 10% each year. On top of that, our exports are decreasing at a rate of 11% per year," he said.

Why is the Motor Business losing orders to overseas competitors both directly and indirectly?

"Many of our foreign competitors have a tremendous labor-rate advantage compared to domestic facilities," said Morey.

Technology the weapon

Morey said, "It's obvious we can't compete with the labor costs of overseas manufacturers. Therefore, we have to find other competitive weapons."

One of those weapons, he said, is

technology.

"We have people working very hard on various applications for the electronically commutated motor. Innovations such as this build customer confidence in our ability to make them strong in their ever-changing marketplace.

MBG's advantage

"One of our biggest advantages now and for the distant future is that we're number one. We're twice the size of our number two competitor, and we're a larger hermetic motor maker than all the Japanese companies combined.

"This gives us the competitive edge. And it gives the General Electric Company confidence in us. We must continue increasing our profits to maintain that confidence."

"We're also proud of the experience of our workforce and its effect on the quality of our motors. If we keep working hard and get our costs down, I don't see any reason we couldn't be number one for many years."

"I want to be successful, and I know you do too. With competitive costs and quality leadership, Marketing will make the orders happen. I am optimistic that together we can continue to gain share and widen the margin over our number two competitor."

Fort Wayne employees' children selected as GE 'STARS'

Three children of Fort Wayne GE employees have been selected as GE 'STARS' in recognition of their scholastic achievement, by a GE Foundation program.

The 'STARS' are Edward Rondot, son of Robert Rondot, Motor Finance; Debra Maucione, Daughter of Carl Maucione, Motor Technology; and Larry Castleman, son of Edwin Castleman, Motor Production.

They are among the third group of high-school seniors nationwide to be

honored since the GE Foundation established the Student and Teacher Achievement and Recognition (STAR) Program. The program provides a \$1,000 award to each of the winning students to help meet the expense of his or her first year of higher education. Each winner also receives a plaque and specially designed "STAR" sweater.

In addition, a \$500 grant will be made to each winner's high school. The use of the grant will be suggested by a teacher selected by the student.

Selected by a special group

The winners were selected from among 990 applicants in a competition independently administered by the Citizens Scholarship Foundation of America, a nonprofit scholarship service organization. Criteria for selection included the student's academic record and extracurricular activities, including work experience.

Parents of the winners are employed in 50 GE locations in 18 states. Schenectady has the highest number of

winners this year with 13. Evendale, Ohio, has nine.

Achievement standards high

"While there were fewer applicants for this year's program, the Citizens Scholarship Foundation reports that the quality and standards of achievement of the class of 1986 fully measured up to prior years," said Bill Stoddard, STAR program manager for the GE Foundation. "Congratulations to all who entered this highly competitive event."

AEECD co-op student stars in musical

How does a co-op student from Michigan State University wind up with the lead in a Fort Wayne Civic Theatre musical?

"I looked in the phone book for a place where I could do some acting while I was in town," said Karyn Squires, who is working as a contract administrator in AECD through the end of the summer.

Squires will be playing the part of Fran in 12 performances of the Broadway musical **Promises, Promises**.

"Being in musicals is something I really like to do. I knew I would have some free time in the evenings and decided this would be a good filler-upper."

Promises, Promises is based on the 1960 Academy Award winning film, **The Apartment**, by Billy Wilder and I.A.L. Diamond. It's a story about a meek young man in a huge corporation's headquarters who is blocked in his attentions to the pretty girl (Fran) who runs the office's restaurant.

Frank Krauskopf, STO quality



Squires

control auditor, is stage manager for the musical.

The times and dates for the performances follow:

April 4, 8 p.m.; April 5, 8 p.m.; April 6, 2 p.m.; April 9, 7:30 p.m.; April 10, 7:30 p.m.; April 11, 8 p.m.; April 12, 8 p.m.; April 13, 2 p.m.; April 16, 7:30 p.m.; April 17, 7:30 p.m.; April 18, 8 p.m.; and April 19, 8 p.m.

Reservations can be made by calling the box office at 424-5220.

GE Affiliate Artists to be shown on Cable 10

The magic of the 1985 General Electric Foundation Affiliate Artists continues with a televised presentation of their one-of-a-kind Cabaret performance, taped live at the Grand Wayne Center during the 1986 Fine Arts Fund Drive Kick-Off Celebration in January.

The 90-minute program is to be aired at 7 p.m. Thursday, April 17 on Citizens Cable Channel 10.

The program features soprano Karen Beardsley, actress Rise Collins, saxophonist Kenneth Radnofsky, baritone Greer Grimsley, dancer Shizumi Manale, and trumpeter Stephen Burns accompanied by Dorothy Escosa.

Appearing in solo and collaborative

variations, the artists perform work by Vivaldi, Handel and Bach, as well as more contemporary offerings by Lerner & Loewe, Bernstein and Gershwin.

The Affiliate Artists were each presented for two weeks in the Fort Wayne area by the Fine Arts Foundation in 1985. Collectively, they reached a total audience of more than 15,000 in 11 "informances" and eight public performances. They then performed in a unique Reunion Residency sponsored by the Fine Arts Foundation in January.

The televising of the Cabaret Performance - the grand finale to the Reunion Residency - was made possible by grants from Fort Wayne General Electric and Cable Access, Inc.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.



Basketball tournament champions

The Wire Mill team won the GE Club Basketball championship tournament last week by defeating the AECD team in the final game. Pictured are team members (from left) Larry Sordelet, Mike Windell, Ron Mee, Bill Corry and Bill Freiburger. Not pictured are Don Grim, Marvin Ellison, Jack Starwalt and Jim Burton. This is the second consecutive year the Wire Mill team has won the tournament.



Volleyball tournament champions

"Better Netters" won the GE Club Volleyball League championship tournament last week by defeating "AML" two games to three in the finals. Pictured are "Better Netters" team members (bottom row) Jon Dreier, Dave Winters, Bill Freiburger, (middle row) Dean Miller, Walt Noll, (top) Jeff Coffee and Mark Muller. Team member Charlie McCoy is not pictured. Scores were 15-7, 13-15 and 15-13.

GE NEWSLINE

IBM picks GE Construction Equipment for office complex in Somers, N.Y.

PLAINVILLE, Conn. - IBM has chosen electrical products from GE's Construction Equipment Business Operations (CEBO) for a large office complex being constructed in Somers, N.Y.

Two of GE's major competitors, Siemens Allis/ITE and Westinghouse,

also pursued this order.

CEBO plants in Plainville; Houston; Salisbury, N.C.; Selmer, Tenn.; Burlington, Iowa; and Fort Wayne will be filling this order for switchboards, panelboards, busways, medium-voltage switchgear, and specialty transformers.

Tappan Company presents award to GE employees in Carroll, Iowa

CARROLL, Iowa - The Tappan Company, a manufacturer of major appliances, has presented its Certified Supplier Award to employees of GE's Appliance Control Department plant in Carroll.

These GE employees make timers used on Tappan kitchen ranges assembled in Springfield, Tenn.

Ollie Hartson, Tappan's manager of vendor certification, pointed out that

only 13 of about 400 vendors have qualified for this award. He said there had been no rejects in 108 consecutive shipments from Carroll and less than one-half of a percent on Tappan's assembly line.

"This represents the height of customer awards," said Gary Martin, Carroll plant manager. "This is one of the best things we could possibly achieve."

Pittsfield employees win order to supply transformers to Con Ed

PITTSFIELD, Mass. - Consolidated Edison, the large utility which serves the New York City area, has picked GE's Regulators & Inductive Products (RIP) unit in Pittsfield to supply 300 network transformers.

Con Ed goes into the marketplace every year for a one-year commitment on these transformers. Tony Terzano, RIP's marketing and engineering

manager, said RIP historically "has done very well with Con Ed in terms of getting our share of the available network transformer business."

He said GE was successful in winning this order "because of the support we've had from our direct-labor people in putting out a good product in a timely fashion."

China considering partnership for coal-fired steam locomotives

LEBANON, N.J. - American Coal Enterprise (ACE) has agreed to develop a new generation of steam locomotives for the People's Republic of China at a locomotive plant in China.

Under the proposed partnership, the Datong Locomotive Works in Shanxi province would use ACE's coal-combustion technology to produce coal-fired steam engines for locomotives which ACE says would be highly efficient and would greatly reduce pollu-

tion from the locomotives.

ACE officials point out these coal-fired engines would take advantage of China's vast coal deposits as an energy source. China has the world's largest coal reserves.

If this project is implemented, it would reverse the trend in China toward the use of diesel-electric locomotives (many of them supplied by General Electric).

GE-Analog Devices joint venture reduces prices of exports to Japan

BOSTON - GE Datel, a semiconductor maker which is a joint venture of GE's Intersil affiliate and Analog Devices, is reducing the prices of integrated circuit products exported to Japan.

The price cuts, averaging about 14%, are in response to the rising value of the Japanese yen and are an attempt to capture a larger share of the Japanese market. GE Datel exports about 200 different items to Japan.

Allied Signal laying off 465 at Defense plant in Kansas City

KANSAS CITY, Mo. - Allied Signal Inc. is laying off 465 employees from March to September at a defense plant it operates in Kansas City under contract from the U.S. Department

of Energy.

The plant, which produces non-nuclear electrical and mechanical parts for nuclear weapons, had 7,800 employees prior to the start of the layoffs.

Golf league Florida Scramble scheduled

The GE Club Golf League Spring Florida Scramble is scheduled for May 17, beginning at 8 a.m.

To sign up for the scramble, team captains should fill out the form below and send it along with the \$10 entry fee to Lynn Bradtmueller in Building 4-2 before May 7.

Tee times will be announced at a later time. Participants may request an earlier or later tee time on the entry form.

The Spring Scramble will consist of four-man teams playing the best ball using the same rules as in past years.

Prizes for team play, longest drive and closest to the pin will be awarded.

Entry Form - May 17 Florida Scramble	
Players name	9 hole ave. score (not handicap)
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____

Our team would like an earlier _____ later _____ tee time.
Entry fee is \$10. For more information call Lynn Bradtmueller at 3703.

Adlets

FOR SALE

BASS BOAT & TRAILER w-50 HP+ electric motors, ex. cond., aft. 5 p.m. 432-6150.

'80 CHRYSLER LEBARON, 4 dr., 6 cyl., new tires, air, AM-FM, full pwr, ex. cond., \$2,500. 747-0241.

RAILROAD TIES. 485-2002.

DARKROOM: color & B&W capability, Bessler 23C enlarger, best offer. 432-5201.

CHROME 24" UNICYCLE & STAND, 30 minute lesson, \$35, aft. 5 p.m. 447-2886.

GOLF CLUBS, beginners set for women 5'3" & under, \$60. 420-1025.

'78 JAYCO CAMPER, 28' Swan, w-air & awning, good cond., \$4,700. 483-8769.

'80 TOYOTA COROLLA, 5 spd, 57,000 miles, ex. cond., no rust, \$2,795. 637-3881.

'79 CHEV. CHEVETTE, 4 dr. hatchback, good cond., aft. 5 p.m. 432-7927.

14 CU. FT. REFRIGERATOR, \$100; 650CC Triumph cycle, a.m. 422-3626.

AMERICAN RIFLEMAN MAGAZINES, ex. cond, \$75. 432-3274.

ELNA SEWING MACHINE. 483-6599.

'83 CUTLASS SUPREME, 4 dr., V-6, gas eng. low miles, extras. 485-4449.

ELECTRIC DRYER, wht w-woodgrain trim, \$150; open-arm sewing machine, prtbl w-case, \$90, both Sears. 745-7530.

WANTED

WORKING WINDMILL for pumping water. 1-351-2475.

LADIES USED GOLF CLUBS & BAG in good cond., reasonable, aft. 5 p.m. 447-7025.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

BOAT TRAILER & MOTOR. 747-5531.

TROLLING MOTOR. 493-4002.

FOR RENT

SEASONAL LEASE, large RV lot at Jellystone Pk, Pierceton, full hook-up. 484-2888.

SERVICE

SWEETCAKES THE MAGIC CLOWN - comedy, clown, gorilla or rabbit, balloons & more. 745-1545.

HANDYMAN WANTS ANY ODD JOBS, NE only, reasonable. 485-7160.

In memory

Harold M. Hohman, 1221 W. Branning Ave., died March 20. He retired from GE in 1971.

Paul A. Monroe, 14820 S. Anthony, died March 22. He retired from GE in 1965.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Five-minute siren signals tornado warning procedure

Fort Wayne GE employees are reminded of tornado procedures for their work areas.

A continuous five-minute Civil Defense siren is the tornado warning signal at both plant locations. Signals are located on top of Building 4-6 at Broadway and the Power House at Taylor Street.

If the tornado warning signal is sounded, employees should observe the following rules:

- Seek cover inside the buildings.
- Shut off equipment.
- Go to the center of the lowest possible floor of the building, but not in the basement.
- Stay away from exterior walls and windows.
- Assume a position that will protect your neck and head.

According to Dan Moore, manager

of plant protection and security, the signal is activated if a warning is issued by the National Weather Service.

A signal blast of the siren lasting 30 seconds is the all-clear signal. Since tornado danger can last any length of time, employees should remain in a protected area until they hear the signal.

Moore said Civil Defense officials are now advising people to stay away from and not open windows during a tornado warning. He said many people have been injured while opening a window. He also said the force from a tornado often blows debris through windows, causing them to break out.

Finally, Moore said the Civil Defense advises persons in vehicles not to attempt to "outrun" tornadoes. It is better to leave the vehicle and seek shelter in a depressed area in the ground.



Taylor St. Bloodmobile successful

Motor and AEECD employees at Taylor Street gave 86 productive pints of blood at their recent Red Cross Bloodmobile. Sue Dykstra of the Red Cross said the employees surpassed their goal of 50 pints. She said this will enable the Red Cross to up the Taylor Street goal. The goal for Allen and Wells counties will go from 26,000 pints per year to 31,000 pints per year effective July 1, Dykstra said.

Employees awarded for anniversaries



Vera E. Paul, DC assembly, and Mary H. Lewandowski, AC stators, were recently given clocks for their GE anniversaries. Paul has worked at GE for 45 years, and Lewandowski has worked at GE for 35 years. "The years just kind of creep up on you," said Paul. "I like the people and friends here at GE. I've always been proud to work here and the benefits are excellent," said Lewandowski. Claude Sparks, general foreman and Foremen Pat Cirillo and Wayne Stults presented the awards.



Maytag buys Magic Chef

Maytag Co. said it has agreed to buy Cleveland, Tenn.-based Magic Chef Inc. in a stock transaction with an indicated value of about \$750 million, the Wall Street Journal recently reported.

Both companies are highly valued customers of the Motor Business and competitors of GE Major Appliances.

"This is an example of how U.S. companies are combining forces to achieve the volume needed to survive," said Gene Andert, specialist-sales planning for the Components Sales Department.

"We plan to continue our relationship with these two companies after they combine. Their strength as a single company should help us be stronger," he said.

The article said the acquisition is

expected to more than double Maytag's annual sales, making it a formidable competitor with other industry giants.

The transaction follows the recent acquisition by Whirlpool of Dartmouth, N.H.-based KitchenAid appliance business and the agreement by Electrolux to buy White Consolidated Industries, Inc.

According to the article, the purchase of Magic Chef will give Maytag a complete line of kitchen appliances. The full line should be helpful to the new company in selling appliances to architects and builders, the article said.

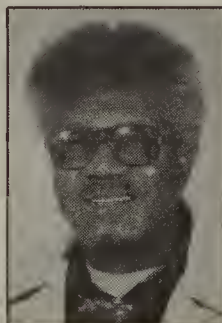
The article also pointed out that Maytag and Magic Chef should be able to achieve some cost savings as a result of combining some of their overlapping product lines.

Employees choose March retirement

Doris M. Stoll retires with 21 years of service. She began as a fan riveter in Building 4 and retires as a sample builder in Building 6-4. "I plan to travel some, work on my yard and flowers, and just relax. I have enjoyed working at GE."



Jimmie E. Fincher retires with 30 years of service. He began as a production worker in Building 19-4 and retires as a truck driver in the Wire Mill. "I've liked working at GE all these years with my friends. I am going to miss them."



Walter J. Hein retires with 43 years of service. He began as a student engineer in Building 6 and retires as an inventory control specialist in Specialty Transformer. "General Electric has meant 'quality' to me since I was a youth. GE is quality because of the fine people who comprise its workforce."



Regina R. Wood retires with 32 years of service. She began as an office machine operator at Taylor Street and retires as a machine operator in Building 4.



Other retirees

Other recent retirees are Quentin O. Corkhill, Power Supply Production, Broadway; Robert W. Meyer, Specialty Transformer Production, Broadway; Robert C. Wilkinson, Motor Production, Winter Street; Marian J. Andrews, Specialty Transformer Production, Broadway; Eugene K. Weaver, Motor Production, Taylor Street; Virgil H. Stomberg, Motor Production, Building 8-2; William N. Harrison, Motor Production, Taylor Street.

Also retiring are Karl K. Kearns, Wire Mill; Joan M. Ort, Motor Production, Taylor Street; Donald A. Zumbrun, Power Supply Production, Building 26-3; Robert E. Gent, Specialty Transformer Production, Broadway; Virginia E. Bradley, Motor Production, Building 4-5; and Evelyn J. Dammeier, Power Supply Production, Building 26-4.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
Address correction requested

1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



General Electric News

APRIL 10, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 13



STO helps GE 'look good' to Statue of Liberty engineer

bother calling another supplier, Shuldman said.

Shuldman calls Fort Wayne

Shuldman called Dorry Milutis, STO quotation specialist in Fort Wayne, to see if it was possible to get a distribution center in the short time frame.

"Bart explained the urgency of the order and said it was a matter of maintaining credibility with a customer," Milutis said. "I told him I'd

tion in Plainville, Conn., to expedite the production. Fortier, Vic Arven, STO documentation specialist, and STO's drafting staff joined efforts to quickly produce manufacturing instructions and drawings.

Within one week, the distribution center was designed, approved and ready for production.

Production comes through

"As always, our production people

came through for us," Milutis said. "They had the order out the door in six weeks, about half the typical cycle for this product line.

I can always count on our production department when an order such as this one comes along. It sure makes my job a lot easier," she added.

Shuldman commented, "I can't say enough about Dorry and the folks in Fort Wayne. They really made GE look good to a valued customer."

When the electrical engineer for the Statue of Liberty Restoration project needed a distribution center for the statue's concession area sooner than planned, he called Bart Shuldman, sales engineer for GE's Construction Equipment Business Operation (CEBO) in Rye, N.Y.

"This was a situation where a customer needed a product in a hurry," Shuldman said. "He called GE because he knew we could produce a quality product in a short time."

This wasn't the first time the statue's engineer had called GE. Shuldman recently sold \$400,000 worth of CEBO products for other areas of the Statue of Liberty/Ellis Island Restoration project. The engineer was impressed with GE's quick turnaround time on those products. That's why he didn't

'He called GE because he knew we could produce a quality product in a short time.'

make some calls and that we would meet the delivery one way or another."

Engineer makes helpful suggestion

When Art Fortier, senior product engineer, reviewed the customer's specifications, he recommended using low-voltage equipment from the Distribution Equipment Production Opera-



(Left) STO Senior Product Engineer Art Fortier, Quotation Specialist Dorry Milutis and Documentation Specialist Vic Arven look over design plans for the distribution center recently sold for the Statue of Liberty's concession area.



The STO Production employees pictured above took part in getting the Statue of Liberty's concession area distribution center out the door in about half the time it normally takes. They are (standing from left) Jack Flaugh, Don Imel, Roy Allen, Mike Hazen, Glenn Bice (truck driver who delivered the product), Roger Collar, Walt Mankey, (kneeling) Frank Alles, Delbert Lewis and John Landis.

GE employees, Foundation donating nearly \$1 million to 'Liberty' restoration

By July 1986, when the Statue of Liberty's restoration is unveiled, General Electric - together with GE employees and the General Electric Foundation - may have donated almost one-million dollars total to the Statue of Liberty/Ellis Island Restoration project.

In 1984, the GE Foundation made a \$250,000 grant to underwrite the cost of installing exterior lighting for the Statue. Currently, the Foundation is matching GE employee and retiree gifts up to \$250,000. As a result, the Statue of Liberty/Ellis Island Foundation can receive as much as \$750,000 in cash contributions from employees, retirees, and the GE Foundation.

The GE campaign will continue

until July 1986, when the Statue of Liberty will be relighted during a gala celebration in New York Harbor.

In addition to the Foundation grant, GE's Lighting Business Group, headquartered in Cleveland, Ohio, has continued the lighting tradition by providing lamps, fixtures, and technical expertise to light Liberty for her Centennial in 1986. GE provided the original electrical lighting for the Statue in 1916.

Employees and pensioners who would like to contribute to the Statue of Liberty/Ellis Island Restoration project through the GE Foundation may obtain a form from Gloria Smith, Building 18-3.

GE-funded TV series on China set for April 13 encore

"The Heart of the Dragon," one of the most popular series of the Public Broadcasting System (PBS) in recent years, will have a prime-time encore beginning Sunday, April 13 at 7 p.m. on Fort Wayne Channel 39.

A 12-part weekly series of one-hour programs on life in contemporary China, "The Heart of the Dragon" should be of special interest to GE employees who, more and more, are finding China to be a significant customer.

MacNeil-Lehrer-Gannett Productions and South Carolina Educational Television co-produced the series for American television under a grant from General Electric.

Robert MacNeil and Jim Lehrer, co-anchors of PBS's "MacNeil/Lehrer NewsHour," host "The Heart of the Dragon," providing introductions, background and interviews with China experts ranging from Henry Kissinger to Leonard Woodcock, former U.S. Ambassador to China.

Focuses on universal human activity

"The Heart of the Dragon" was filmed on-location in China over an 18-month period during 1981-83. The series explores today's China with factory workers, doctors, peasants, political officials, scientists, artists - people across the entire spectrum of Chi-



nese life.

Each program focuses on a basic human activity that is found in all societies. The series begins with "remembering," which deals with Chinese history. Subsequent Sunday evening broadcasts will explore eating, living, believing, caring, marrying, meditating, working, correcting, creating, understanding and trading.

Telecourse also developed

General Electric is also funding - in conjunction with South Carolina Educational TV - a new telecourse linked to "The Heart of the Dragon." The course, entitled "The Chinese: Adapting the Past, Building the Future," is for two- and four-year institutions of higher education. It includes cassettes, a specially-developed anthology of readings, the series' companion book, a student study guide, and a faculty administrator's manual.

Florida Scramble to be at Brookwood course

The GE Club Golf League Spring Florida Scramble scheduled for May 17 will be held at the Brookwood Golf Course.

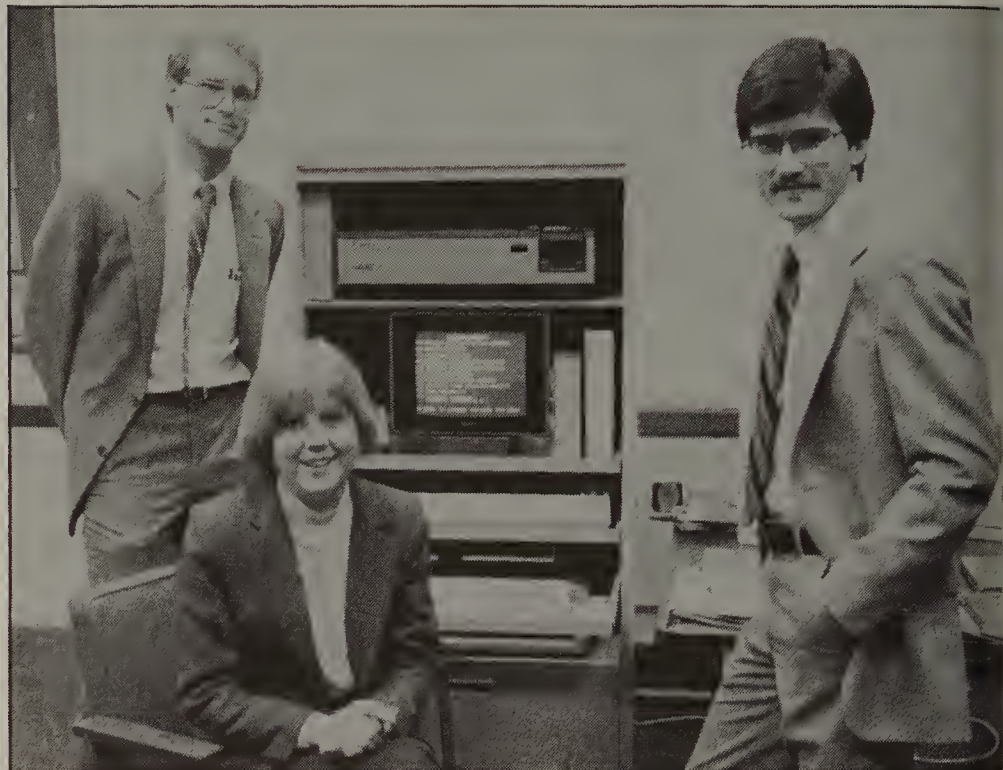
The April 3 issue of the GE News has the rest of the details and a coupon for entry. The scramble begins at 8 a.m., and entry forms are being accepted until May 7.

Apprentice Alumni looking for members

The GE Apprentice Alumni Association is conducting its annual membership drive.

Any Apprentice School graduate not contacted by now should write Douglas Schaefer, 4407 Wilmette St. Fort Wayne, Ind., 46806, or call 317-744-1718.

The group's first event of the year will be a fish fry on April 16.



MMP trainees attend luncheon

Manufacturing Management Program Trainees (from left) Glenn Bridwell, Power Supply; Kim Haber, STO; and Don Pedigo, STO; attended a luncheon last week celebrating Pedigo's graduation from the program. They also discussed ways to improve the program for future trainees. Pedigo has taken a G assignment in Madisonville, Ky., Haber will graduate from the program in two months; and Bridwell will begin his second year assignment at another location in June. MMP trainees stay in the program for two years. They work at a different location for each of the two years and carry out two job assignments during their stay at each location.

Elex membership drive started

The Elex Club membership is on through the month of May. Dues this year are \$7.

Interested women may buy a membership from one of the contact representatives in their area or call the Elex office, Ext. 3240, and leave their name and number.

Those who become members by May 10 are entitled to vote for the 1986-'87 Elex Club officers.

Those who become members by April 28 are entitled to attend the Mother and Daughter banquet to be held in the GE Club Auditorium. An instrumental group called "No Program" will

entertain. Mothers and daughters will be honored.

Elex has an extra-special year planned. Baseball games, trips, a convention and a card party are just a few of the planned activities.

Flyers are being passed out and posted on bulletin boards throughout the plants and offices.

Membership is being offered to vested persons starting this year. Employees who know someone who has left the company and is eligible should let them know. They can get in touch with the Elex office for more information.

GE, RCA establish merger planning process

The process of planning the merger between General Electric and RCA has begun, according to Mike Carpenter, GE's vice president of corporate business development and planning.

"Our aim," he says, "is to integrate our two organizations quickly, skillfully and fairly. GE and RCA are determined to 'write the book' on doing mergers right."

The major planning activity will be performed on a business-by-business basis by teams composed of managers from both companies.

"Each team will be rethinking strategy and operations in light of the prospective combination of the two companies," Carpenter said. "The teams will try to identify the best of each organization and plan how to combine strategies, resources and people in the combined company following the merger."

"To ensure that the strengths and capabilities of RCA's businesses and

employees are fully appreciated, RCA representatives on every team will participate fully in the integration process."

Four teams formed

So far teams have been formed to conduct planning in four separate business areas: defense, consumer electronics, semiconductor, and communication and services. Other business areas will be addressed later in the process.

The Defense team is directed by Ed Hood, GE vice chairman; John Rittenhouse, RCA executive vice president, Aerospace and Defense; and Lou Tomasetti, GE senior vice president and group executive, Aerospace Group.

The Consumer Electronics team reports to Paul Van Orden, GE executive vice president, and Richard Miller, RCA executive vice president, Consumer Products and Entertainment.

The Semiconductor team is headed

by Hood and Roy Pollack, RCA executive vice president, Electronic Products and Technology.

The Communications and Services team reports to Larry Bossidy, GE vice chairman, and Eugene Murphy, RCA executive vice president, Communications and Electronic Services.

For each of the corporate staff functions, joint teams have also been formed to plan the staff integration. "The objectives of each team are to get the maximum combined company leverage from the staff function, adopt the best practices of the two companies, develop a lean organization structure and select the most qualified people from each company to staff each critical job," Carpenter emphasized.

The chief executive officers of the two companies - GE's Jack Welch and RCA's Bob Frederick - have formed a steering committee to direct the overall integration effort. They

are supported by GE's Mike Carpenter and his RCA counterpart Paul Wright, senior vice president for corporate planning and development.

Leaders of the teams have begun discussions and orientation visits to RCA and GE facilities. They will then begin forming joint sub-teams to address specific issues and functions within each business area. Joint teams, composed of senior GE and RCA staff officers, will also be formed to plan the integration of each corporate staff function.

Carpenter emphasized that the teams will spend the next few months gathering data and examining alternatives.

"They will not make any decisions or take any steps to implement the merger until the government regulatory agencies approve the merger and the merger is affected," he said. "Every effort will be made to keep both GE and RCA employees current on the integration process."

GE NEWSLINE

GE beats Allen-Bradley for automation order

CHARLOTTESVILLE, Va. - GE's Automation Controls Operations (ACO) have achieved a major breakthrough in the pulp and paper industry by winning an order to supply factory automation equipment to Domtar Inc. in Windsor, Ontario.

Domtar, a leading Canadian paper company, is building a new mill adjacent to its existing facility.

After evaluating coordinated sales presentations by ACO, Guillevin International (ACO distributor in Montreal), and Canadian GE, Domtar selected GE equipment over that of

Allen-Bradley. The ability of GE to supply the new GENIUS I/O system was a key factor in this sales win.

With GENIUS, control system faults are detected, reported, and identified within one second after they occur. This pinpointing of problems is particularly critical in the papermaking industry where downtime can result in productivity losses as high as \$75,000 an hour.

Domtar's decision to use GE controls on this project is considered to be very significant because it breaks the hold Allen-Bradley has had on Canada's papermaking industry.

14,000 seek 250 jobs on GE project near Buffalo

BUFFALO - GE's Domestic Apparatus & Engineering Services Division is converting a former Bethlehem Steel plant in Blasdell, a Buffalo suburb, into a transit car overhaul facility. DA&ES currently has two contracts to refurbish 206 subway cars for the New York City Transit Authority.

GE is providing technical and management personnel for this project. Fred Bitzer, formerly manager of GE's DC Motor & Generator plant in Dothan, Ala., is the center's manager. Shareef Enterprises Inc., a local

labor contractor, has been selected to hire supervisory and production personnel for this project. Shareef is a minority entrepreneurship.

Announcement that Shareef would be hiring about 250 people for this project attracted some 14,000 job seekers to the Buffalo Memorial Auditorium where employment applications were being accepted on a weekend.

These contracts with NYCTA call for completion of all work in 18 months. GE plans to bid on similar projects in the future, using the Blasdell facility as a base of operation.

GE loses turbine order in China as customer decides to spread business

SCHENECTADY, N.Y. - Sometimes GE loses a business order even though its contract bid is apparently better than that of a competitor. This happened recently when the People's Republic of China placed an order for a power-generation system with Alstom, a French manufacturer.

Chinese officials felt that, although GE's system using two gas turbines and a steam turbine was technically

superior to Alstom's, Alstom should be given the order because GE a few weeks before had won a larger order for four steam turbine-generators. The Chinese didn't wish to place all their business with U.S. suppliers.

Because Alstom is a licensee of GE, it will pay a fee to GE for using GE's turbine design to fill this order. However, the Chinese decision means the loss of work for GE employees in both Schenectady and Lynn, Mass.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Bill McShain Editor Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

Adlets

FOR SALE

- 73 CHEV MALIBU**, 350 engine, needs work. 484-6071.
- THREE BEDROOM COTTAGE** - five lake access, Wolcottville, IN, low maintenance. 1-351-3981.
- OLD DROP LEAF DINING TABLE**, \$55; antique potbelly stove, \$100. 632-4733.
- 73 OLDS DELTA 88**, new battery and starter. 749-0787.
- 76 BASS BOAT**, 16' long, w-motor, trailer. 482-1770.
- HAMSONITE HARTMAN LUGGAGE**, 2 pcs., pullman & overniter. 432-3060.
- LANDSCAPE TIMBERS**, 8' long, \$2 each. 485-1898.
- THREE ROOM HOUSE**, 8218 Auburn Rd.; Yellowstone trlr, good cond. 749-8627.
- GARAGE SALE**, April 25 & 26, 6017 Fitchburg Place, children's clothes. 447-3418.
- 78 FORD LTD**, 43,000 miles, air, cruise, AM-FM cass. stereo, sharp, aft. 6 p.m. 749-9750.
- KITCHEN-AIRE VARIABLE SPEED RANGE HOOD**, gold, \$25. 484-0107.
- 30 TOYOTA COROLLA SR-5**, AM-FM stereo, five spd, sun roof, good buy. 447-9696.
- 32 KAWASAKI 750 LTD**, ex. cond., 9,500 miles, \$1,495. 447-1939.

- '80 PLYMOUTH HORIZON**, 47,000 miles, auto, air, 4 dr. hatch, ex. cond., \$2,600. 424-2973.
- DARKROOM**, color & B&W capability, Bessler 23C enlarger, best offer. 432-5201.
- 24" CHROME PLATED UNICYCLE & STAND**, w-30 minute lesson, \$35, aft. 5 p.m. 447-2886.
- TROY-BILT ROTOTILLER**, \$650; bar tread tires. 485-2922.
- SKAMPER CAMP TRLR** w-stv, ref, furn.; surge brk, sp tire, awning, \$1,350. 432-5016.
- '72 MOBILE HOME**, 12'x60', 2 bdms, central air, partly furn. 447-9833.
- MARTIN BIRDHOUSE**, alum., 12 rooms, good cond., \$12. 422-4083.
- 5 HP COMPACT TILLER**, 21", \$200; couch, vlvrt grn, very good, \$200. 485-6218.
- SEARS 10 HP, 36" RIDING MOWER**, ex. cond., \$600. 632-4001.
- WALNUT FIREPLACE WOOD**. 747-4767.
- '73 JEEP CJ5**, V8, good cond., many new parts. 432-4481.
- THREE PC. PORCH FURNITURE**; 21" drop seeder. 447-4015.
- NEW WOOD BURNER** by Earth Stove, list for \$750; make offer.
- SINGLE BED HEADBOARD**, Fr. Prov.; pecan electric chord organ. 486-4490.
- PROM DRESS**, sz. 5, wht w-pastel trim, worn once. 493-2983.
- SANDSTONE FOR PLANTER**, approx. 42"x20"x3-1/2", colored. 749-4485.
- ANTIQUE OAK BUFFET**, \$250; antique oak rocker, \$80. 632-4733.

- '59 MOBILE HOME**, corner lot in Adult Park, Venice FL, carport, scrnd porch, fruit trees, \$19,900. 489-3006.
- '80 PLYMOUTH TRAIL DUSTER**, 45,000 miles, ex. cond. 485-7465.
- MOVING SALE**, best offer: '79 AMC Concord; full sz slate pool tbl, cnvtbl couch, loveseat & chair; wood holder; wts & bench. 489-6748.
- AIR CONDITIONERS**, 2, \$50 each, 110V, 5,000 BTU; 220V, 18,500 BTU. 484-4251.
- MONTGOMERY WARD SEWING MACHINE**, slightly used, ex. cond. 485-7756.
- PATIO DUST-TO-DAWN LIGHT**, approx. 60" tall. 749-4485.
- 22" SELF-PROPELLED LAWN MOWER & BAG**, used very little, \$90. 483-4652.
- SINGER ZIG-ZAG SEWING MACHINE** w-cabinet & attach., aft. 5 p.m. 432-0856.
- SINGLE BED** w-spring/matt., good cond., \$75. 432-3274.
- TIRES**: 3, 165x13, all weather radials, 20,000 miles, fit any 13" rim. 639-6641.
- BABY HIGH CHAIR**, all metal, ex. cond. 747-2796.
- '75 BUICK LeSABRE**, 4 dr., V8, air., pwr, AM-FM, one owner, \$1,075. 623-6509.
- '78 FORD LTD**, 43,000 miles, pwr, air, cruise, AM-FM cass stereo, ultra sharp, aft 5:30 p.m. 749-9750.
- BEAR LAKE**, 12x60 Hollypark Tlr & garage on lge lot. 745-7603.
- TWIN BED COMPLETE**; Tunturi exercise bike; humidifier. 749-5933.

- GIRL'S 10 SPEED SCHWINN VARSITY**, 24", ex. condition. 493-2241.

WANTED

- GOOD CAR IN THE \$300-\$600 RANGE**. 637-3482.
- RAILROAD TIES**, good cond. 432-4569.
- MAHOGANY THREE CORNERED DINING ROOM CUPBOARD**. 483-0678.
- WOMEN'S GOLF CLUBS**. 486-4014.
- PORCH SWING**; gasoline blow torch. 744-5819.

FOR RENT

- FLORIDA COTTAGE**, by the wk from May 4 thru June 7 at Englewood, gulf side, near beaches & golf, furn. 627-3431.
- DBL HOUSE**, SW, unfurn., carpet, bsmt, appl., laun. facil., adults, no pets, \$195. 747-0241.

SERVICE

- TO PAINT** - experienced & insured, free estimates. 424-0277.
- CONTINUOUS GUTTER & SIDING**, free est. 627-2858.
- HANDYMAN WANTS ANY ODD JOBS**, NE only, reasonable. 485-7160.
- ROOFING** - repair/renew, free estimates. 747-5531.
- CONCRETE CONSTRUCTION** - repair, replace. 456-1187.

In memory

Carl G. Brokaw, 1514 Anthony Wayne Bank Bldg., died March 23. He retired from GE in 1963.

Theodore F. Brockmeyer, 7237 Lamont Dr., died March 28. He retired from GE in 1974.

Paul I. Gellert, 4712 S. Fairfield Ave., died March 30. He retired from GE in 1957.

Robert L. Mace, 2817 Westbrook Dr., died March 30. He retired from GE in 1971.

Maurice C. Geary, 1524 Sherman, died March 31. He retired from GE in 1972.

Clara L. Pichon, 1524 Orlando Drive, died April 1. She retired from GE in 1953.

Bowling

Small Motor - 4/2/86

Gil Baker... 627 (244, 212)
Vern Doehrman... 221
Jim Weiks Sr... 215
Dave Knepple... 213
Terry Dorman... 212
Francie Harter... 210

Apparatus - 4/3/86

Karl Hofacker... 252
Jim Slater... 231
Harold Lehman... 212

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Set up a table at our... AUDITORIUM SALE

Saturday, April 26, 1986

Selling hours...
9 a.m. to 3 p.m.

50 table spaces to rent
8' table - \$8.00 or 10' table - \$10.00

Bring your crafts, rummage,
antiques, plants, furniture,
and more to sell.

GE CLUB AUDITORIUM
1020 Swinney Avenue
Fort Wayne, Indiana

Sponsored by Elex Club

Contact:

Ann Day... 436-1529

Between 9:00 a.m. & 3:30 p.m.

Phyllis Petry... 749-0983

Between 7:00 p.m. & 9:00 p.m.

Elex Office... 428-3240

Leave a message on the Code-A-Phone

Employees comment on Gallup Poll

A November issue of the GE News reported on a Gallup poll of U.S. consumers who rated companies on the quality of their products and services. The poll asked, "When you think of companies that you associate with high quality, which five company names come to mind?" General Electric led the findings, with 24% of the respondents listing it in the top five, Giving GE the most total mentions of any company named. Fort Wayne employees comment on this finding and how it relates to the GE business where they work.



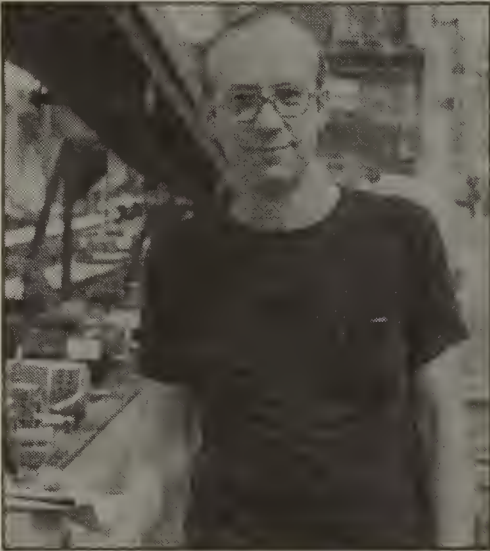
Donna Webb, MBG customer service specialist, Taylor Street

GE has a good reputation because it has been around a long time. You have to always work at quality to keep that reputation. I have responsibility for tracking motors through the factory. We do a lot of checking along the way to make sure our motors get out the door in good quality condition.



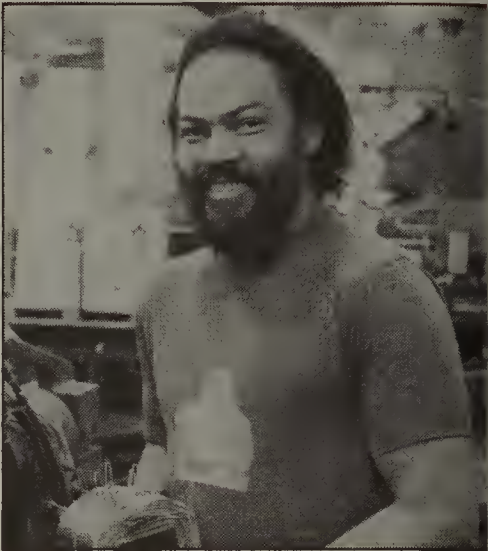
Marge Kieler, Motor stator processor, Building 4-5.

I have a lot of GE products such as a washer and dryer, a mixer and a radio. I'm not surprised GE was rated 1st for quality - not the way we work here. We're very careful about our work. My daughter works at a small factory near Markle, and she said she has seen GE Motors in their machines. I think our customers would rate us 1st for quality.



Paul VanHorn, Motor expediter, Taylor Street.

I'm not surprised. GE advertises and has a large emphasis on quality. I think our reputation makes people think of GE above other companies. It seems like any time I tell someone where I work, they say, "Hey, I've got a GE product in my home." You have to keep at it to maintain a reputation as a quality supplier. It doesn't take long to get a bad name. If you let a product out the door and it's no good, then you haven't given the customer anything.



Bill Boyd, STO winder, building 19-4.

I have a GE refrigerator and clock radio. They've been good products; I haven't had any problems with them. They are built the way we build our products here. We have good workers that put quality into their work. I would most definitely recommend our transformers.

Westinghouse sells medium-sized motor business to Reliance

Westinghouse Electric has agreed to sell most of its medium-sized industrial motor operations to Reliance, a unit of Exxon Corp., the *Wall Street Journal* recently reported. Although the terms weren't disclosed, the sale includes most of the Westinghouse line's technology, product brand names and designs, the article said.

The agreement calls for Westinghouse to close its medium-sized motor plant in Cheektowaga, N.Y., within six to 12 months and a support foundry in Attica N.Y. Some 800 workers will lose jobs as a result of the transaction. About 60% are eligible for retirement benefits. "This move exemplifies the mea-

sures companies are being forced to take to stay afloat in the tough integral horsepower business," said Gene Andert, specialist-sales planning for MBG's Components Sales Department. "Although the buyout will make Reliance a stronger competitor of MBG, we are losing some competition as a result of the plant closings. Overall,

this is just one more step toward a more highly concentrated motor industry," Andert said. When the sale is completed, Westinghouse will be left with only its heavy-industry motor division in Round Rock, Texas, and its Canadian motor operations in Hamilton, Ontario, the article said.

HMO representatives to visit Fort Wayne cafeterias

Health Maintenance Organization (HMO) representatives will be making formal presentations and answering employees' questions in Fort Wayne cafeterias beginning next Monday. Open enrollment for HMO's will be April 14-25.

Information about the three HMOs available to employees is in last Tuesday's special issue of the GE News and in mailings that should arrive at employees' homes within the next couple of days. The schedule for specific cafeteria presentations follows.

HMO representatives available for general information, questions Formal presentations • Second shift • First shift	Monday, April 14 Taylor St. Motor	Tuesday, April 15 East Broadway	Thursday, April 17 AEECD	Friday, April 18 West Broadway
	10:30 a.m.-1 p.m. 2 p.m. 4 p.m.	10:30 a.m.-1 p.m. 2 p.m. 4 p.m.	10:30 a.m.-1 p.m. 2 p.m. 4 p.m.	10:30 a.m. -1 p.m. 2 p.m. 4 p.m.
HMO representatives available for general information, questions Formal presentations • Third shift • Second shift • First shift	Monday, April 21 East Broadway	Tuesday, April 22 AEECD	Thursday, April 24 West Broadway	Friday, April 25 Taylor St. Motor
	10:30 a.m.-1 p.m. 7 a.m. 2 p.m. 4 p.m.	10:30 a.m.-1 p.m. 7 a.m. 2 p.m. 4 p.m.	10:30 a.m.-1 p.m. 7 a.m. 2 p.m. 4 p.m.	10:30 a.m.-1 p.m. 7 a.m. 2 p.m. 4 p.m.



General Electric News

APRIL 17, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 14

Questions on
HMOs answered
on Page 2.

Answers questions on Excellence Through Quality

Dawley outlines MBG culture change

Employees have been informed about aspects of the Excellence Through Quality (ETQ) culture change taking place in the Motor Business Group. Every employee in the Motor Business Group will be affected by the change, says Paul Dawley, manager of advanced quality and Excellence Through Quality. Dawley answers questions on ETQ in this article.

GE NEWS: Why is there suddenly a need to change MBG's culture? Have we been doing things wrong all along?

DAWLEY: First of all, the need for culture change didn't just come up out of the blue. And no, the Motor Business Group hasn't been doing things wrong all these years. We wouldn't be here today if that were the case.

We need this change to be in phase with the way our business environment is changing. We're playing a different ballgame today.

When I came to work for GE, the United States was the world's undisputed industrial leader. Those days

were full of excitement and vision. The world was our marketplace and we but had to provide the products to a waiting consumer. GE shared in that vision and leadership role.

But things have changed. America isn't the uncontested leader anymore. Foreign competition has had a cutting economic impact on our country and, in particular, MBG. Many U.S. companies have been forced to consolidate, reduce labor, source products, sell their businesses and take other drastic measures just to survive.

Take Westinghouse selling its motor business for example. Here's a manufacturer that has been around about as long as we have, and was always one of our major competitors. Their going out of business really brought close to home the extreme impact foreign competition can have on our business. Clearly, this proves that we have to do more than just keep up with our competition. The only way to survive today is to be a world class leader. To do that, we must change.

We have the ability and experience to succeed. Our people can design and produce innovative, quality products with the best of them. All we have to do is harness and better direct this



Dawley

experience to strengthen our position as the undisputed motor leader.

GE NEWS: We all know about the high quality of Japanese products. What's their secret?

DAWLEY: It's no secret. The major element of the Japanese success story is their use of Statistical Process Control methods developed years ago by U.S. experts - principally, W. Edwards Deming. These methods are used to control manufacturing processes and to design quality into the product. The methods have become part of the way the Japanese do their jobs - a part of their culture. The Japanese aren't smarter than us. It's just that they have a formula for quality based on these methods.

GE NEWS: Do we have a formula for quality to help us compete against the Japanese and other foreign competitors?

DAWLEY: That's where the ETQ culture change comes in. Its objective is to achieve world class leadership by continually improving the quality of MBG products and services. ETQ will change the way we do our jobs.

The dictionary defines culture as "the sum total of beliefs, accomplishments and behavior patterns of a group of people transmitted from one generation to another." Therefore, ETQ must be and is a process in which we will change our way of life - our mindset - in all functions and organizational levels. It's for our own benefit and survival.

ETQ divided into three phases

Dawley explained that the strategy used by MBG to implement Excellence Through Quality is divided into three phases.

Phase I

In Phase I, employees from all functions are introduced to a common quality language. This language comes

from intense training in Statistical Process Control, Quality Problem Solving and Data Analysis techniques. This common language base will help bring a closer understanding among Technology, Manufacturing and Marketing employees, and begin our success formula for providing product designs which will match Manufacturing process capabilities with what Marketing needs to sell. The result will be a more coherent organization and a better product, Dawley said.

MBG managers at all levels have already attended workshops on the need for and use of Statistical Process Control. There are three 15-week semesters planned for other members of the workforce.

Semester one, which started last February, has 220 participants; semester two is scheduled for late August; and semester three will begin next February. Thereafter, training will continue as needed.

Those who do business with MBG must also understand the new language and direction, Dawley said. Therefore, training workshops are planned for field sales personnel. One hundred and fifty of MBG's top vendors will also be trained in Statistical Process Control techniques.

Phase II

Phase II will begin in late 1986 and will be part of the continuing ETQ process. Employees will expand their Phase I training with courses related directly to their specific job.

For example, Production will expand SPC training throughout the plants. Engineering will have training in such courses as Design for Assembly and Design for Reliability. Marketing will train in courses such as Customer Requirements.

Phase III

Phase III is the maturing phase of the ETQ process. During this phase, the cultural change we are striving for will become apparent, said Dawley. MBG procedures will reflect the ETQ tools learned, and employees will continually get better at using them. Our customers and vendors will be fully integrated into the cultural change. MBG's quality level will be much improved.

"Phase III can never end," Dawley said. "But when does it begin?"

"There is no absolute answer to this question. Cultural change involves a change in mindset - a change in the way we inherently do things and in the way we believe things should be done.

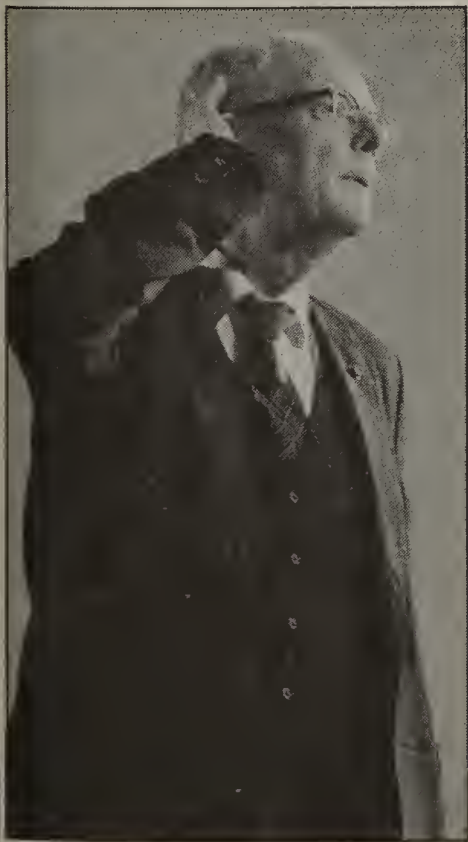
"Change is not easy. It involves hard work, sacrifice and a belief in a shared vision even when it may seem counterproductive. Phase III will begin when it begins in you and me.

"I believe we have all the ingredients to make the Excellence Through Quality strategy materialize. We have the people, the talent and the heritage to achieve world class leadership."

Reservation coupon on Page 4

Employees invited to dinner with W. Edwards Deming

All Fort Wayne employees are invited to hear Dr. W. Edwards Deming speak at a special dinner sponsored by the Elfun Society on



Deming

May 9, in the Grand Wayne Center.

Deming was the one who first talked to the Japanese more than 30 years ago about how to improve product quality. Today, Japanese cars, cameras, machine tools, textile machinery, computers and a host of other products are the pacesetters for quality worldwide.

At age 85, Deming storms through corporate America delivering the same message about quality and productivity he taught the Japanese in the '50s. Many U.S. companies are finally listening.

Deming is known for his biting wit and caustic view of corporate America. He is often heard to say that "American management on the whole has a negative scrap value. It's like an old refrigerator you can't sell. You have to pay someone \$25 to cart it off."

Despite this hard-hitting style, companies such as Ford, AT&T, Nashua Corporation and General Motors have listened, learned and benefited from his understanding of Statistical Process Control. Deming has received many honors and medals, has six honorary doctorates,

Continued on Page 4.

Callant answers questions on HMOs

Tom Callant, manager of compensation and health care cost, answers employees' questions about Health Maintenance Organizations offered to Fort Wayne and Decatur employees. Other questions were answered in a Special Report of the GE News last week. Two special mailings to employees' homes give further details of the HMO plans offered.

Open enrollment for HMOs began April 14 and lasts through April 25. HMO representatives are making presentations and answering employees' questions in Fort Wayne cafeterias according to a schedule listed in the April 10 issue of the GE News. However, first-shift presentations will be held as soon as possible after the end of the shift instead of the 4 p.m. time on the schedule.

Q. What does "no balance billing" in the Preferred Care brochure mean?

A. Under the GE Plan, some patients have received billing from physicians for the difference between their fee and the 'reasonable and customary' fee. This will not happen with Preferred care, because PCI physicians have agreed to accept the contract price as payment in full. Employees will have to pay their share of the contract price - 15% of Type B expenses above the deductible and 15% of Type A-2 above the \$500 which is paid in full.

Q. What happens to my coverage if I am out on lack of work?

A. Coverage continues 52 weeks or until service is broken (by taking an early lump-sum IEA payment). Under the traditional GE Plan, employees who have more than three years of service would have no premiums to pay; Those with less than three years would have to pay \$16.66 per month for dependent coverage.

Under Maxicare and MetroHealth, they would have to continue paying the employee portion of the premiums regardless of length of service. There would be no premiums under Preferred Care regardless of service length.

Q. How will Second Surgical Opinion work under Preferred Care? Will there be a hassle with a busy "800-number"?

A. There will be no need for employees or their doctor to call an 800 number. For those surgeries requiring a second opinion, a form will need to be completed by the employees' surgeon. He or she will refer the employee to another Board-certified surgeon who will complete the second opinion portion.

Q. What happens to my coverage when I retire?

A. Under all of the plans, employees can maintain coverage to age 65, provided they continue to pay the required premiums. Persons already retired



HMO representatives are answering employees' questions in Fort Wayne cafeterias this week and next week. The schedule for the cafeteria visits is in last week's issue of the GE News. The representatives are also giving formal presentations.

are not eligible for any of the HMOs. At age 65, coverage will be under the provisions of the Medical Care Plan for Pensioners.

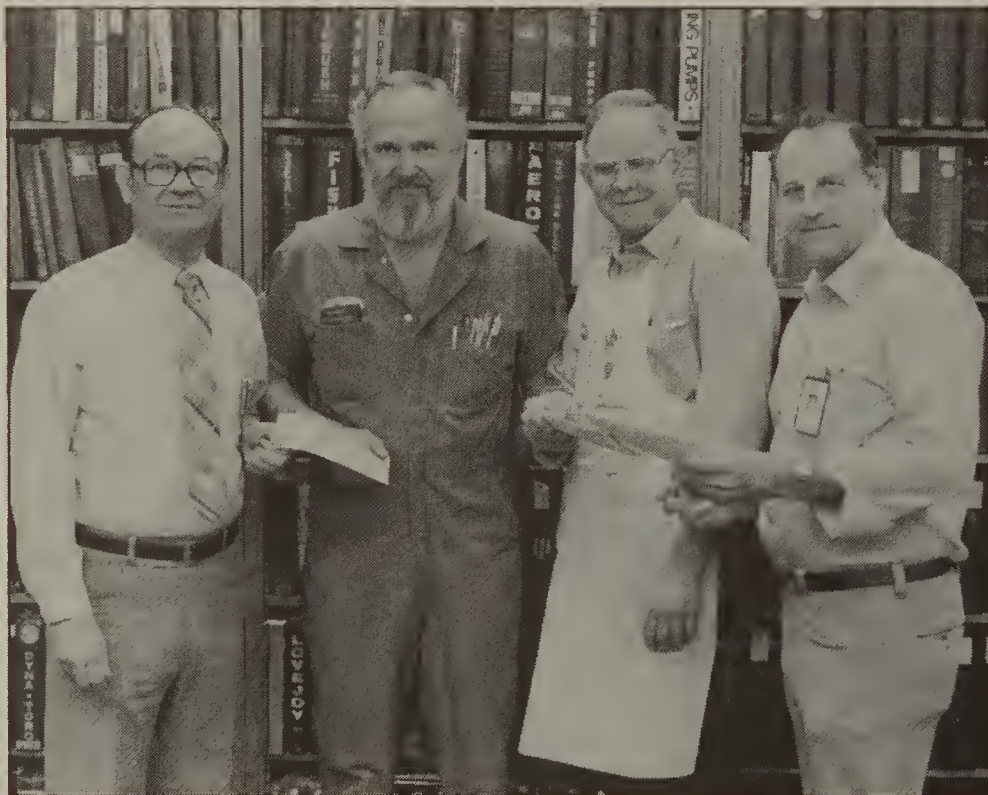
employees' local plan physician would need to specifically refer them to Mayo. The same procedure would apply to other specialty providers who are not members of their plan.

Q. What if I wanted to go to the Mayo Clinic for further diagnosis or treatment?

A. Under the traditional GE Plan, this would be covered in the same manner as a local hospital and physician. For these expenses to be covered under any of the other options, em-

Q. If I transfer out of Indiana can I still be covered by Preferred Care?

A. No. You would revert to the GE Plan or, if there are other options available in your new location, you could choose one of them during the first 31 days.



Maintenance employees receive suggestion awards

Maintenance Employees Richard Hinkle and Larry Jervis recently received suggestion awards. Hinkle received \$325 for suggesting a new type of bearing for the fan plug on a Wire Mill bell anneal. Jervis received \$417 for suggesting a lower-cost method of rebuilding spooler drives in the Wire Mill, and another \$75 for suggesting an improved adjustment method for enamel applicators. Pictured from left are Maintenance Manager Jim Webber, Hinkle, Jervis and Foreman Ralph Hill.

Maintenance Employees Melvin Ramsey, Marlow Ormsby and Harold Gravit shared in a \$263 award for a suggestion regarding enamel tank repair in the Wire Mill. Dennis Kiess was awarded \$385 for his suggestion which improved ventilation for A29 and A30 ovens in the Wire Mill. Pictured from Left are Maintenance Manager Jim Webber, Ramsey, Ormsby, Kiess and Foreman Ralph Hill. Gravit (not pictured) is retired.

Elex needs rummage

Elex is looking for new and used rummage items for the Club's Auditorium Sale to be held on April 26, from 9 a.m. to 3 p.m.

Donations of handmade goods, crafts, baked goods, plants, furniture, children's clothing and other miscellaneous items will be appreciated (no adult clothing, please).

Please pre-price donated goods and deliver them to the Elex office, located in the GE Club, during the following hours.

Thursday, April 24, noon to 6 p.m.

Friday, April 25, noon to 7 p.m.

Saturday, April 26, 7 a.m. to 2 p.m.

All proceeds will be used to fund upcoming Elex activities and their 1989 convention.

Motor, Generator reunion set

Former employees of the Motor and Generator Department will meet Saturday, April 26, at 3 p.m. for their annual reunion.

It will be held at the IUE Local 901

Hall, 1427 Broadway. Lunch will be served.

A donation of \$3 per person is requested, and spouses are welcome.

SCAN holds auction for child abuse, neglect

SCAN Inc., a nonprofit social-service agency for the prevention of child abuse and neglect, will be holding its third annual Auction on Friday, April 25, in the Wayne Room of the Chamber of Commerce at 826 Ewing. The auction is SCAN's major fundraising event. Doors will open at 7 p.m., and the auction will begin at 8 p.m.

Scan has received donated merchandise from local retailers for the auction. A few of the items that will be placed up for auction are watches, dinners at local restaurants, a camera, brass lamp, get-away weekends, and U. basketball tickets. More than 55 items in total will be auctioned off.

SCAN is the only independent agency with the sole mission of child abuse and neglect prevention.

Share Statements to arrive in May

Still depressed or at least in a daze from completing your 1985 tax forms for the IRS? Are you wondering where your money went?

Good news. Your Personal Share Statement telling how your GE benefits grew in 1985 will arrive in May.

The statement will bring employees up-to-date on such things as projected retirement income, life insurance protection and holdings under GE savings plans.

It will also show coverage amounts under such optional plans as Personal Accident Insurance and Long Term Disability Insurance. The information can be used for personal financial planning.

Adlets

FOR SALE

'78 PONTIAC TRANS AM, pb, ps, auto, tilt, cruise, stereo, new tires, 6.6 eng; call aft. 6 p.m. 639-3581.

'77 COACHMAN CADET CAMPER, 24', good cond. 447-3476.

'80 FORD FAIRMONT, 4 dr. sedan, loaded, 55,000 orig. owner miles, ex. cond., \$2095. 485-6193.

GIRL'S BIKE, pk & wht, ex. cond., \$25. 456-8384.

31' HOLIDAY TRAILER & 454 CHEV. SUB., sell as a unit. 489-5834.

THREE ROOMS OF FURNITURE & APPLIANCES. 749-2634.

MOVING SALE, 4/18 & 4/19, 9-6 p.m., 8002 Marston, Sunnybrook Acres off St. Joe Rd.

LONG WHITE LACE PROM DRESS, sz. 14, worn once, \$35. 747-5111.

'74 FORD TORINO, 4 dr., 351 eng, dependable transp., body rough, \$325. 745-3189.

AKC POODLE PUP, male, blk, shots, wormed, aft. 4 p.m. 747-1387.

'78 K2650, 14,000 miles, ex. cond., \$1,000, aft. 5 p.m. 632-5933.

DUNCAN PHYFE MAHOGANY TABLE, buffet, 4 chairs, & 3 lvs., \$395. 747-4084.

MOBILE HOME ON HAMILTON LAKE, 8'x40', completely furn., \$3,700. 485-7424.

CORVAIR MONZA, 4 dr, 4 spd, 102 HP, maroon. 749-4497.

26" LADY'S BIKE, Recretta, nvr used, w-auto bike rack. 447-6482.

CALCULATOR, TI58C, prog., const. memory. 483-8678.

CAST IRON WOOD STOVE, looks like frpl, auto control, 6 mos. old. 622-7413.

GE 30" RANGE w-self-cleaning oven, gold, good cond. 1-327-3479.

KELLY SPRINGFIELD TIRES, 4, G70-14, wht ltr, new. 484-4185.

ELECTRIC GUITAR & AMP, \$100; ctrtop refrig., new, \$65. 447-4867.

GAS CHAIN SAW, McCulloch, \$75. 637-5488.

'79 CHEV. V-8 CONVERSION VAN w-raised sport top, good cond., great for trvl & camping, air, cruise, tilt, AM-FM cass., \$5,600. 432-9026.

REALISTIC CB w-magnetic antenna, \$35. 485-4987.

ALUMINUM STORM & SCREEN DOOR COMBINATION, 36"x80", reasonable. 447-6377.

WILSON GOLF CLUBS, matched set - 4 woods, 8 irons, \$150. 486-4693.

RADIAL TIRES, 2, new, stl bltd, 85R14; tennis racket w-frame. 485-1709.

'79 CHEVETTE, 4 dr. hatchback, 75,000 miles, good cond., \$1,750 or best offer. 432-7927.

GOLF CLUBS - 4 woods, 10 irons, bag & cart. 1-724-7094.

PORTABLE CLOTHES WASHER, 8# load, \$75. 747-6917.

HOUSE, 8218 Auburn, will rent; '69 Yellowstone, fair cond. 749-8627.

GE 25" COLOR CONSOLE TV, solid state., \$50. 747-7863.

CONTOUR JOGGER, ex. cond., \$339, new, sell for \$175. 485-9746.

'86 ISUZU TROOPER II. 456-9334.

'80 FORD MUSTANG, 4 spd, 4 cyl, must sell; call aft. 5 p.m. 493-2850.

'84 FLH HARLEY DAVIDSON, blk, 2,900 miles, ex. cond., \$7,000. 486-4704.

75 CAMERO, 350 auto, new wht paint, fully loaded, see to apprec, \$2,190 or best offer. 436-7275.

'78 CHEV. CAPRICE CLASSIC, ps, auto, radio, 4 dr., ex. cond. 432-5838.

24" CHROME UNICYCLE & STAND w-30 min. lesson, \$35, aft. 5 p.m. 447-2886.

AMF OUTDOOR TRAMPOLINE, full sz., ex. cond., \$200. 432-0871.

'78 JAYCO CAMPER, 28', air, awning, good cond., \$4,700. 483-8769.

35MM PENTAX SLR plus many accessories, aft. 6 p.m. 432-8927.

PORTABLE OLIVETTI MANUAL TYPEWRITER w-case; aft. 5 p.m. 432-0856.

FIREPLACE INSERT, air tight, 4 yrs. old; call 9-2 p.m. 747-5938.

GIBSON AIR SWEEP AIR CONDITIONER, 4900 BTU, reasonable. 424-0183.

HO TRAIN LAYOUT; beer can collection; Farber rotis.; bicycles - boy & girl. 1-248-8530.

BMX BIKE, custom built by Summit City. 1-897-3599.

PORTACRIB, aft 6 p.m. 749-8793.

WANTED

VEGETABLE & FRUIT JUICER, prefer steel, but reasonable. 422-7715.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

FLORIDA COTTAGE, by the wk from May 4-June 7, Englewood, gulf side, near beaches & golf, furn. 627-3431.

DBL HOUSE, SW, unfurn., carpet, bsmt, appl., laun fac., prefer adults, no pets. 747-0241.

SERVICE

CONCRETE CONSTRUCTION - repair, replace. 456-1187.

SWEETCAKES THE MAGIC CLOWN - or comedy gorilla, balloons & more, all ages. 745-1545.

CONTINUOUS GUTTER & SIDING, free estimate. 627-2858.

DENTS & RUST FIXED, paint jobs, reasonable, John. 422-6665.

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

In memory

Joseph E. Kitson, Decatur, IN, died March 24. He retired from GE in 1968.

Frederick R. Schaefer, Hometown, died April 4. He retired from GE in 1976.

Julious Stephens, 1001 Buchanan, died April 4. He retired from GE in 1979.



'Call Distribution' training begins

Training on the new 'Call Distribution' telephone system began last week in the Customer Service Operation. The system automatically transfers customer calls to the appropriate telesales teams according to the area code from which the call is received. Karyl Inscho, General Telephone Company, led the training sessions. Pictured left are Kathy Baginski, Judy Jennings and Ken Kraft. Pictured right are Kathy Clark, Pete Naab and Pat Pfhal.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Deming

Continued from Page 1.

and, as a music buff, has written two Masses and several canticles and anthems.

The May 9 event will begin with a social hour and cash bar beginning at 6 p.m. Dinner begins at 7 p.m., and the

program starts at 8:15 p.m.

The cost to employees and guests is \$8 per person. Reservations can be made by sending in the coupon accompanying this article.

DINNER RESERVATION

(Clip and mail by April 23)

Mail to Frank Pardue
P.O. Box 2204
Building 31-1
Fort Wayne, IN 46801

Send \$8 per person with coupon. Checks made payable to Elfun Society.

- ☐ Yes, I plan to attend.
☐ Yes, I plan to attend with my spouse or guest.

Name (print) _____

Component _____ Location _____

Phone extension _____

Seating is limited!

Mother, Daughter banquet May 12

The Elex Mother and Daughter Banquet is scheduled for May 12 at 5 p.m., in the GE Club.

The banquet gives Elex members an opportunity to honor their mother or daughter. Special prizes will be given.

"No Program," an instrumental group that has performed in the Fort Wayne area, will perform toe-tapping music for the occasion. Food will be catered by the Venice Restaurant.

Tickets are \$4.50 each. Reservations should be made by April 28 through an Elex contact representative or through the Elex Office, Ext. 3240.

February's S&SP report

Here are the prices used to credit Savings & Security Program accounts in February.

GE stock, \$75.013; S&S Mutual Fund, \$38.019; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10; and LT Fund, \$11.96.

Year-to-date annual income rate for HP Fund was 13.7% for 1983 investments, 13.2% for '84, 12.8% for '85, and 9.7% for '86.

LT Fund's YTD annual reinvestment income rate was 10.4%; and for the Money Market Fund, 8.2%.

GE NEWSLINE

GE to acquire certain assets of Johnson & Johnson's diagnostic imaging business

General Electric has entered into an agreement in principle to acquire certain assets of Johnson & Johnson's diagnostic imaging business.

Johnson & Johnson's diagnostic imaging business consists of nuclear medicine equipment, computed tomography scanners and magnetic resonance systems sold by Technicare, and ultrasound equipment sold by Johnson & Johnson Ultrasound.

General Electric will continue the service of all medical diagnostic imaging products now made by Johnson & Johnson and will assume all service contracts and certain other customer-support obligations. The agreement

in principle does not provide for GE continuing to operate Johnson & Johnson diagnostic imaging equipment manufacturing facilities.

Walt Robb, senior vice president and group executive, said that this is a positive move for Medical Systems.

"This acquisition will allow General Electric to better compete in the global marketplace," he said.

"In addition, we are very pleased to acquire this excellent product line, and welcome purchasers of Johnson & Johnson equipment to the General Electric family. We look forward to meeting their needs for customer service."

Pittsburgh's electric utility hit by slump, acts to cut costs

PITTSBURGH - Duquesne Light Co., one of many electric utilities hit hard by the manufacturing slump in their customer areas, has announced several cost-cutting moves aimed at saving about \$12 million a year.

It will lay off 100 of its 4,686 em-

ployees, has extended a hiring freeze which began last fall, and plans to freeze and - in some cases - reduce management salaries.

Over the past five years, Duquesne's industrial sales have declined 50%.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



Quarter Century officers meet

Quarter Century Club officers met last week to discuss plans for the annual outing to be held in the Memorial Coliseum Sept. 6. The officers are (seated, from left) Director Hazel Rasor, President Al Edwards, Assistant Secretary Helen Deahl and Secretary Virginia Roemer. Standing are Director Don Hoffman, Director Morrell Travis, Director Gil Baker, Director Jim Pollack and Director Helen Miller. Mearv Ruhl and Bernard Reuille are also officers. More information on the Sept. 6 outing will be given later.



General Electric News

APRIL 24, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 15

GENERAL PERIODICALS
NON-CIRCULATING

Ehner presents results to unions

MBG falls short of GE profit standards

If the General Electric Company is going as well as many sources say...If, for example, the Company is strong enough to purchase a major enterprise such as RCA...Then why do Motor Business officials keep talking about merely surviving? That was a question Bill Ehner, Technology general manager, addressed in his annual business reviews with IAM Lodge 70 and IUE Local 901 officials last week.

"To answer this question, you have to take a closer look at each GE business. This helps you realize the Motor Business is not doing as well as many others," Ehner said. "As a matter of fact, MBG is below company profit standards."

So why does GE stay in the Motor Business?

"The Company is counting on our ability to show a better profit in the future. The people at headquarters are aware of our efforts to trim costs, improve quality, and better serve our markets with new products and customer service.

"For now, we have to do everything

possible to stay in the game while working to achieve our goals for the



Ehner

future," Ehner said.

1985 was tough

"I believe 1985 was one of the toughest years this business will ever face," Ehner said. "Consolidations, layoffs, plant closings and other measures have been necessary to keep our heads above water.

"It was a period of transition for MBG. We still have a long way to go, but at least we know after last year that we have the ability to survive in the hard times."

Building for tomorrow

The Motor Business is investigating every possible avenue for improved future success, said Ehner.

"I can assure you that the Technology people are working as hard as they can to develop new motor products to better serve the needs of the future. We've made great strides, and many of our customers and prospective customers are enthused about our

developments.

Need for improved quality

Ehner stressed the need for improved quality in the motor business.

'The Company is counting on our ability to show a better profit in the future.'

"Quality is one of those words we have heard over and over again," he said. "But today the word has taken on an entirely different definition.

"Standards have changed. What used to be considered a quality product wouldn't stand a chance today.

"Improved quality has got to be top priority in our efforts to improve this business. Without a reputation for high quality, improved products and services won't matter.

Today, tomorrow last days to change health-care provider

Today and tomorrow are the final days employees may enroll in one of three health-care alternatives to the GE Plan.

Representatives from Preferred Care, Maxicare and MetroHealth will make presentations today at 3:30 p.m. in the West Broadway cafeteria. The representatives will be available to answer questions tomorrow from 10:30 a.m. to 1 p.m. in the Taylor Street Motor Cafeteria. The open enrollment period will end tomorrow with presentations at 7 a.m., 2 p.m. and 3:30 p.m. in the Taylor Street Motor Cafeteria.

The following are some questions - and their answers - employees have asked the representatives in prior sessions. These questions are in addition to those answered in a recent Special Report of the GE News and in last week's regular issue.

Clarification of emergency situations under Preferred Care

Q. What if I go to a non-Preferred Care hospital for what I think is a heart attack, but it turns out to be just indigestion?

A. If a physician treats you for what appears to be an emergency, services at a non-Preferred Care hospital will be covered the same as in a Preferred Care hospital. Symptoms are the key here. It is important to note that the admitting symptoms take precedence over final diagnosis in those instances where differences are encountered.

Q. I don't see Chiropractors and Optometrists listed in the Preferred Care brochure. Are they covered?

A. Yes, the same as under the GE Plan. They come under the category of "other professional providers" which includes the following:

- Ambulance service
- Audiologists
- Chiropractors
- Dentists
- Durable medical equipment
- Hearing aid dealers
- Home health agencies
- Nurses
- Occupational Therapists
- Opticians
- Optometrists
- Oral surgeons

- Orthotic/prosthetic suppliers
- Outpatient psychiatric clinics
- Pharmacies
- Physical therapists
- Psychologists
- Respiratory therapists
- Skilled nursing homes
- Speech therapists
- Social workers

Q. What if I join one of the HMOs and am dissatisfied?

A. If you are dissatisfied within 90 days after first becoming an HMO member, you may switch back to the traditional GE Plan. Beyond that time, your next opportunity to switch will be in the 1987 open-enrollment period.

Pre-65 retirement clarification

Q. If a retiree under age 65 moves away from Indiana, can he or she remain in Preferred Care, Maxicare or MetroHealth?

A. No. The person would have to revert back to the GE Plan.

First quarter results show decreased sales, improved earnings

Component Motor Operation sales for the first quarter were down 6% from the first quarter last year due to weak room air conditioner and industrial market segments, along with lower selling prices required to meet competitive situations.

In spite of lower sales, CMO net earnings were up 11% over the first quarter of 1985, reflecting improved productivity in the factory and lower costs as a result of restructuring the salaried workforce.

Our efforts to lower operating costs are starting to pay off," said Andy Campbell, Finance manager. "However, we're not yet near Company profit standards."

Company wide, GE's earnings for the first three months of 1986 were 5% higher than during the same period a year ago. This was achieved - even though sales were 5% lower - by a good performance in many business operations.

Total GE sales were \$5.88 billion. Earnings were \$537 million. Profits, as measured by net earnings as a percentage of sales, were 9.1 cents on the sales dollar.

GE shareowners will receive a dividend of 58 cents on each share of stock late this month.



Faulkner celebrates 40 years

Phyllis Faulkner, AC assembly, recently celebrated her 40 year anniversary with GE. Claude Sparks, general foreman, and Bill Woodward, foreman, presented her with a wristwatch. "I'll never regret my years with GE," she said. "The people have been nice, and that means a lot. I'm very glad GE has a good pension. I'm looking forward to using it in the coming years."

June 30 filing deadline for insurance claims

"To be sure of receiving payment for 1985 expenses covered under GE's Comprehensive Medical Expense Insurance and the Dental Assistance Plan, claims must be submitted by June 30," says Homer Jennings, benefits manager.

"The June 30 deadline gives everyone plenty of time to file claims for the 1985 expenses," he said. "Our medical and dental expense coverage is among the best in the industry. We can make sure of receiving our benefits by not

being late in filing."

Motor employees may pick up claim forms from a supervisor or the Personnel Accounting office, Building 18-1. Luana Oehlhaffen at Taylor Street also has forms. Transformer employees may get claim forms from a supervisor or the Relations office, Building 26-2. AECD employees may get their forms from any secretary.

Properly completed claim forms, along with medical statements, should be sent to Connecticut General.

GE NEWSLINE

Rising value of Japanese yen forces GE to hike VCR prices

PORTSMOUTH, Va. - The recent increase in the value of the yen (Japan's currency) relative to the U.S. dollar has made it necessary for GE to announce a 15% price increase on all GE videocassette recorder models.

Bill Smith, general manager of the Consumer Electronics Products Department, explained that "the recent surge in the yen continues to place significant cost pressures on the consumer electronics industry in the U.S."

He said General Electric, like oth-

ers, is forced to take this price action to relieve added pressure on the VCR business.

GE-brand VCRs are made by a Japanese company to GE specifications. Because of the yen's higher value GE must pay more to the Japanese than in the past.

According to an industry source GE-brand VCRs climbed from sixth to fourth place last year in the market share rankings. RCA was first in both 1984 and 1985.

Westinghouse merges turbine divisions

ORLANDO, Fla. - Westinghouse Electric's two Orlando-based turbine-engine divisions have been merged with the company's other energy-related divisions in Pittsburgh.

A Westinghouse spokesman said the

action was taken because of continued depressed sales for turbine products.

The Orlando operations are said to have existed on little more than maintenance contracts and spare-parts orders since they opened in 1983.

March report for S&SP

Here are the prices used to credit Savings & Security Program accounts in March.

GE stock, \$76.769; S&S Mutual Fund, \$40.169; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10; and LT Fund \$12.46.

Year-to-date annual income rate for HP Fund was 13.7% for 1983 investments, 13.2% for '84, 12.9% for '85, and 9.7% for '86.

LT Fund's YTD annual reinvestment income rate was 10.3%; and for the Money Market Fund, 8.1%.

No GE News next week

There will be no GE News next week. Any Adlets already received by the GE News office will be used in the May 8 issue. Adlets deadline for the May 8 issue is May 2.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
- Paul Christlieb, Darrell Resler.

Stock nearly triples since plan's beginning

Earlier ESOP crediting adds 3 dividend payments

Most GE employees in February had free shares of GE stock added to their Employee Stock Ownership Plan accounts. The February crediting is the earliest in the plan's eight years.

Previously, accounts were credited in October. The earlier crediting is good news because the new stock accumulates three additional dividends.

When credited in October, the stock was not eligible for any quarterly dividends for that year. This year's ESOP shares can earn dividends in April, July, and October.

Recipients of the ESOP credits were those who were GE employees on Dec. 31, 1984 and continued with

the company until at least Dec. 31, 1985 and had not waived their right to participate.

Based on '85 earnings

The amount of stock credited varies from person to person because it's based on an individual's earnings in 1985. The formula provides \$5.27 worth of stock for each \$1,000 in compensation - with a share of stock valued at \$74.375.

For example, employees who earned \$26,000 in 1985 received ESOP credits of \$5.27 multiplied by 26 - which equals \$137.02 worth of GE stock. Dividing this by \$74.375 (the price of

a single share of stock) results in 1,842 shares of stock.

This stock has been added to any employees previously had in ESOP. The stock remains in the employee's account until he or she retires or otherwise leaves the Company. While in an ESOP account, the stock collects dividends which are reinvested in additional shares.

For more information about the Employee Stock Ownership Plan, employees should refer to the benefit booklets.

GE stock triples

GE stock has nearly tripled in

value since the Employee Stock Ownership Plan began in 1978.

When free shares of stock were credited that year to ESOP accounts, the average price of a share (adjusted for a later stock split) was \$26.413. In this February's crediting, its value was up 182%.

Average accumulation

The average GE employee with the company since the plan's start has accumulated 25 shares of GE stock worth about \$1,900. At their 1978 crediting price, those 25 shares would have been worth about \$660.

Personal Share Statements coming in May

Thousands of Personal Share Statements will soon be on their way to General Electric employees across the company.

"Each copy has been prepared for a specific individual and is an inventory of GE benefits as they apply to that person," said Doyt Schaadt, Personnel Accounting manager.

"There is a statement for each employee who was on the payroll as of 1985 ended."

Expected in May

"We're expecting to have the Personal Share Statements delivered next month," Schaadt said. "Each one will contain important benefits information for its owner," he added.

"The Personal Share Statements will answer employees' questions concerning their stake in Company benefits."

Schaadt said Personnel Accounting employees from Fort Wayne and Wendale have been busy furnishing the Schenectady computers with data on each local employee.

Schenectady then calculates the information on each individual for the Personal Share Statement.

He said, "The information in each statement is based on pay, pension credits, Social Security laws, employee savings and other data as of Dec. 31, 1985."



Are you covered?

Your Personal Share Statement will tell you

Benefits check list

- ☐ Dependent Medical Insurance
- ☐ Personal Accident (and dismemberment) Insurance
- ☐ Long Term Disability Insurance
- ☐ Dependent Life Insurance
- ☐ S&SP Life Insurance
- ☐ Additional Life Insurance (exempt employees)
- ☐ Personal Excess Liability Insurance (exempt employees)
- ☐ Savings & Security Program savings
- ☐ S&SP Retirement Option Account
- ☐ S&SP Vacation Banking
- ☐ Deferred Pay Account
- ☐ GE Pension Plan
- ☐ Individual Development Program or Tuition Refund Program
- ☐ Employee Educational Loan Program
- ☐ Guaranteed Educational Loan Program

Adlets

FOR SALE

'83 KAWASAKI 100KM CYCLE, street or trail ready, \$350 or best offer, aft. 5:30 p.m. 432-7927.

ORAGE SALE, April 25 & 26, 1017 Kenwood, chandelier, '77 Malibu, bike, tools, etc.

ODERN MAID COMBINATION RANGE & MICROWAVE, cprtne, \$225. 672-8636.

5 LOWE BASS BOAT & TRAILER, loaded, '74, 50 HP Merc., used twice, aft. 5 p.m. 432-6150.

AGIC FIREPLACE HEATER, all new, will sell cheap. 1-758-3310.

IRL'S 10 SPEED SCHWINN VARSITY, 24", ex. condition. 493-2241.

'74 HALF TON FORD PICKUP, good cond., new cap, brakes & battery, air, 30,000 miles on rebuild, \$2,000. 422-2640.

KELLY SPRINGFIELD TIRES, 4, new, G70-14, \$125. 484-4185.

SWIMMING POOL FILTER, earth type; mesh type cover for 16'x32' pool. 432-2734.

'85 BERTONE X19, perfect condition, red, 1,800 miles, \$9,500. 483-6319.

'75 HONDA CB500 TWIN, runs good, \$250 firm. 627-2057.

'75 BUICK LESABRE, V-8, 4-dr., RWR B/5, AC, AM-FM RADIO, looks good, one owner. 623-6509.

GOODYEAR RADIAL TIRES, 4, Corsa GT P185-70R13, good cond., \$60; call aft. 5 p.m. 432-6150.

PING PONG TABLE w-paddles & balls, 3/4 full sz., fold up. 1-854-3443.

SNOW TIRES, 2, 8.50x14, ex. condition, \$10. 432-3274.

9 HP OUTBOARD MOTOR, \$285; box for car top, cld be used for sandbox. 447-5438.

BALL CANNING JARS; brass record stand. 456-1568.

9" ROCKWELL TABLESAW & STAND, aft. 5 p.m. 489-6957.

GIRL'S 20" BIKE, w-coaster brakes, red, \$25; 26" girl's bike, \$25. 484-4251.

SPACE SAVER SPARE FOR GM X CARS, \$20. 483-8875.

'82 COACHMAN FIFTH WHEEL. 1-925-2843.

CORNER CUPBOARD w-glass doors. 744-6615.

GE WINDOW AIR CONDITIONERS, 2, 8,500 BTU. 432-3060.

'84 ABOVE GROUND SWIMMING POOL, 18', w-filter, cover, ladder, \$450, call weekends. 432-5079.

ANTIQUE OAK ROCKER; old dropleaf dining table. 632-4733.

HOUSEHOLD ITEMS: microwave, refrig., range, entertainment center, carpeting, furniture. 456-1892.

WANTED

KAYAK, any make, model, material, size or condition, reasonable. 747-0241.

SECOND CAR, dependable, \$400-\$600 range. 637-3482.

'57 CHEVROLET, one to work on. 639-6462.

FOR RENT

VERMONT CONDOMINIUM, in Green Mts., 2 bdrms., golf, tennis, sightseeing. 489-1337.

FLORIDA COTTAGE, by the wk, May 14 through June 7, Englewood, gulf side, near beaches & golf, furnished. 627-3431.

RV AT JELLYSTONE, Pierceton, full hook up, season lease. 484-2888.

SERVICE

CONCRETE CONSTRUCTION, replace/repair. 456-1187.

ROOFING REPAIR/RENEW, free estimates. 747-5531.

SWEETCAKES THE MAGIC CLOWN or comedy gorilla, balloons & more, all ages & occasions. 745-1545.

CONTINUOUS GUTTER & SIDING, free est. 627-2858.

PAINTING - experienced, free estimates. 432-3305.

Elex calendar - May

1 Honorettes Executive Board Meeting, 11:30 a.m., Hall's Guesthouse, Washington Center Road

1 Deadline for second-shift Mother/Daughter Luncheon on May 15.

2 Quintus Board Meeting, 9:00 a.m., Richard's Restaurant, Paulding Road.

5 Partizan Board Meeting, 11:30 a.m., MCL Cafeteria, Southtown Mall.

5 Past Vice-Presidents' Meeting, 12 Noon, Casa D'Angelo, 3402 Fairfield.

12 Mother/Daughter Banquet, GE Club, chicken dinner served from 5-5:45 p.m., entertainment by "No Program", \$4.50, Reservation deadline - April 28.

13 Paint Class, 6-9:30 p.m., Bldg. 18-1 Conf. Room, 16"x20" "Kansas Sky", \$24, Reservation deadline - May 9. Mail to Cindy Doudt, Taylor Street, Ext. 4875.

14 Past Presidents' Meeting, 4:45 p.m., meet in Elex Office, 6 p.m., Dinner at Casa D'Angelo, 3402 Fairfield.

15 Second shift Mother/Daughter Luncheon, Ramada Inn, Hwy 14 at 69, tenderloin of pork, \$5, Reservation deadline - May 1.

16 Quintus Installation Banquet, 12 Noon, Hall's Guesthouse, Washington Center Rd.

17/18 Buss Trip to Portside, Toledo, Ohio; 7:45 a.m. leave Lindley Ave. parking lot; one day - return to Ft Wayne Saturday at 9:30 p.m., two days - return to Ft Wayne Sunday at 5 p.m.

19 Honorettes Chapter Meeting, 12 Noon, Salem United Church of Christ, 2401 Lake Avenue.

20 Partizan Installation Banquet, 12 Noon, Club Olympia, Goshen Road

21 Officers' End-of-Year Dinner, reveal secret pals, Lambro's, Tillman Rd., 6 p.m.

21 El Par Social, 11:30 a.m., Ramada Inn, Hwy 14 at 69.

28 El Par Board Meeting, 9:30 a.m., Char-ky's Restaurant, Hobson and Coliseum Blvd. Order from menu.

29 Officers' group picture and installation practice, Bldg. 18-1 Conf. Room, 4 p.m.

30 Close of Membership Drive.

In memory

Charles E. Sweet, 1147 Fayette Drive, died April 7. He was a Plant Protection Officer.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Tom Wyss: state senator, GE employee

You probably know who State Senator Tom Wyss is from reading the newspaper. Or perhaps you have seen his campaign billboards in the area.

But what you might not know is that Wyss' full-time job is in the Motor Business. He is a marketing program specialist in Building 31.

Wyss won the state senate seat after a special election held by Republican party officials last July. The mid-term election became necessary when former State Senator Elmer MacDonald died.

Wyss' political and community experience came from serving two and a half terms on the Allen County Council. The special election was held in the middle of his third council term.

Although holding down two careers isn't easy, Wyss said it works if your priorities are straight.

"I really enjoy public service, but I know my job comes first," he said. "I arrange my schedule to meet the demands of both."

In his first year, Wyss had three bills heard by committee and three bills that became law. Governor Orr told reporters at a recent news confer-



Tom Wyss

ence that Wyss was the most successful first-year state senator he had ever seen. The governor flew to Fort Wayne to sign Wyss' three bills that became law.

The major issue of Wyss' first year was License Branch reform, which he supported. His was the fifth of five votes to get this bill out of committee. The bill eventually became law.

Wyss said he feels a large responsibility knowing his decisions affect Indiana history.

"I represent some 110,000 people in my district alone, and another five and a half million people state wide. It's awesome to think that my decisions affect that many lives and even more lives down the road," he said.

Wyss and his wife Shirley have two daughters. Tami, age 14, and Angie, age 11, have both gone to Indianapolis to page for their father.

Set up a table at our... **AUDITORIUM SALE**

Saturday, April 26, 1986

Selling hours...

9 a.m. to 3 p.m.

50 table spaces to rent
8' table - \$8.00 or 10' table - \$10.00

*Bring your crafts, rummage,
antiques, plants, furniture,
and more to sell.*

GE CLUB AUDITORIUM

**1020 Swinney Avenue
Fort Wayne, Indiana**

Sponsored by Elex Club

Contact:

Ann Day... 436-1529

Between 9:00 a.m. & 3:30 p.m.

Phyllis Petry... 749-0983

Between 7:00 p.m. & 9:00 p.m.

Elex Office... 428-3240

Henry 'Hank' Fischer runs for school board

Henry "Hank" Fischer is another GE employee attempting to be in public service. The manager of air-moving in Motor Engineering is running for Southwest Allen County School Board.

"Three of my children graduated from Southwest Allen County Schools and two are still enrolled," he said. "It was for their benefit and the benefit of other kids in the system that I decided to run."

Managers pay tribute to their secretaries

This is National Secretaries Week, a time to recognize the significant contributions secretaries make to businesses. The GE News has asked a manager from each Fort Wayne GE business to comment on his secretary.



Glenn Krewson, manager of Transformer Technology, speaks about his secretary, Sara Bubp.

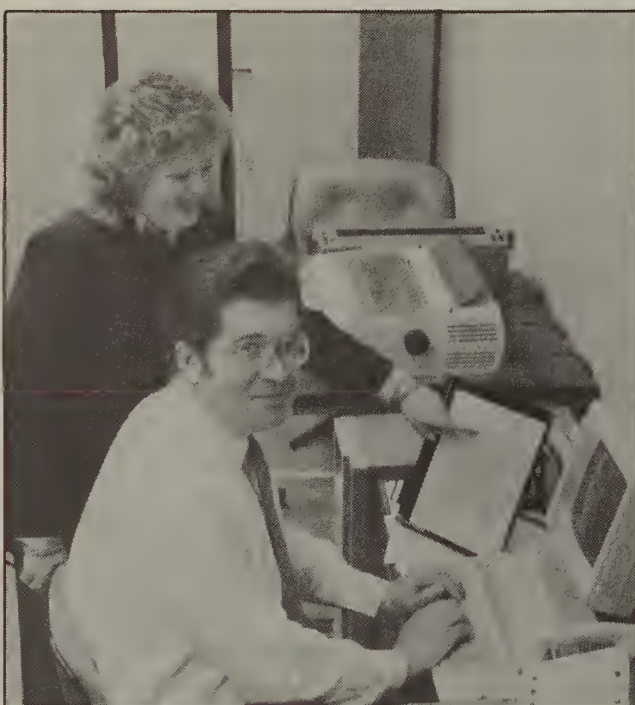
"Sara's attitude, dedication and ability to learn quickly has enabled her to take on a very heavy workload.

"Realignments and consolidations have meant more phone calls and correspondence for Sara. She is the secretary for the entire Transformer Technology Operation.

"I appreciate the hard work she does for me, and I know I'm speaking for the several other people who depend on her.

"She came to work in Technology only late last year, after having worked in Finance. Our systems were new to her, and she had a mountain of learning to do in a short time.

"I'm glad we take this opportunity each year to formally recognize what secretaries do for us. However, we should remember to thank them each day instead of just one week each year.



Dr. Ed Cornell, Motor manager of commercial & industrial engineering, speaks about his secretary, Carolyn Springer. To demonstrate how well Cornell and Springer work together, they switched places for this photograph.

"Carolyn is a delightful person to have in the office. Besides being a superb secretary, she handles administrative responsibilities for the entire engineering section.

"In our new functional organization, I am required to be out of the office much of the time. With a large engineering section of more than 150 people spread out in many locations, the normal financial, administrative and personnel duties are overwhelming. But Carolyn independently handles all situations without direct managerial input.

"Put another way: If she is out of the office, things can look pretty grey!

"It is certainly appropriate that we set aside a week to recognize the important contributions secretaries make throughout the year.



Don VanVliet, manufacturing engineering manager, AEECD, speaks about his secretary, Mary Jo Wootten.

"It is a pleasure working with Mary Jo because she is so positive and good natured. She takes ownership in her job and puts extra effort into every project so it is done the best it can be.

"She came to Fort Wayne when AEECD was just getting started. She and the plant manager's secretary were the only ones here. As a result, Mary Jo had a variety of secretarial and clerical responsibilities. She was flexible and competent during the start-up.

"Mary Jo is also very talented on the word processor. She helped train a number of new people on AEECD applications of the Wang system.

"I feel fortunate to have her working for me." Wootten had also worked for Van Vliet several years ago in Evendale. She and her husband Don both moved to Fort Wayne to work for AEECD. Don Wootten is quality control manager.



General Electric News

MAY 8, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 16

average
GE truck driver runs Boston Marathon

Page 2.

MBG asks suppliers to implement SPC

"We need and expect you to help us make our customers win," Tom Natale, Motor manager of group purchasing, said to some 130 top suppliers of the Motor Business Group last week. Natale and other MBG officials asked the suppliers to implement Statistical Process Control techniques in their businesses.

"As part of our new commitment to quality, we are teaching SPC techniques to Motor Business employees from every function," Natale told the suppliers. "But we can't do it alone. We need you to implement these techniques in your factories and offices."

"You are an extension of our business, and we cannot succeed without your help. Likewise, you cannot succeed without us."

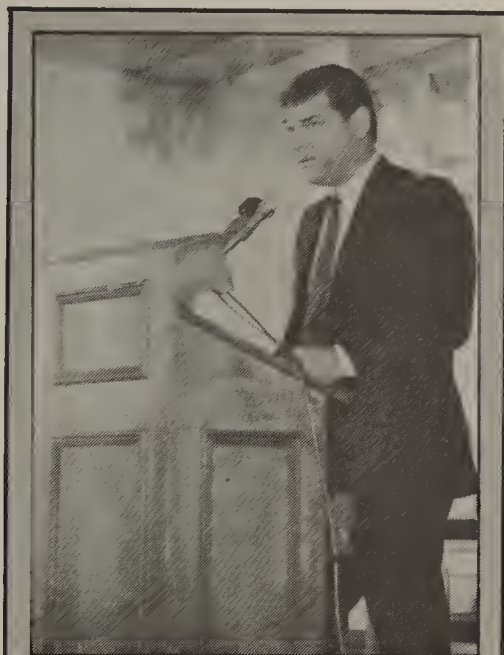
"If our customers don't win, we don't win; If we don't win, you don't win," he stressed.

Natale said MBG's goal for SPC is that it be initiated across 100% of MBG's supplier/partnership base over the next year and a half.

"We want certified suppliers and business partners who share our knowledge of Statistical Process Control techniques. Your commitment to implementing these techniques will make us - your customer - a winner by providing us with material that fully meets or exceeds our specifications."

Natale emphasized that SPC is not merely another program for quality, and that the techniques are the tools of a complete culture change (Excellence Through Quality) taking place in the Motor Business.

"SPC won't just be here today and gone tomorrow. It will become an ongoing part of the way we do things in the Motor Business. If that's going to happen, you must make SPC an



Natale

"...If we don't win, you don't win."

ongoing part of your business as well," said Natale.

Natale told the suppliers that SPC methods are those used by the Japanese to achieve their high level of quality. He said one of the reasons it has proven successful throughout the years in Japan is that everyone in the production chain is involved.

Stressing the importance for SPC implementation, Natale said, "Our CEO says that we have to be number one or number two or get out of the business."

"We are already number one. However, we must have world-class quality in order to keep this position. With your involvement, SPC can get our quality to that level."

Personal Share Statements to be distributed next week

About how much will your GE pension and your Social Security be when you retire?

How much life-insurance protection do you have under the GE plans?

How much do you have in the Savings & Security Program's holding periods?

How many shares of GE stock had you accumulated at the end of 1985 under the Employee Stock Ownership Plan (ESOP)?

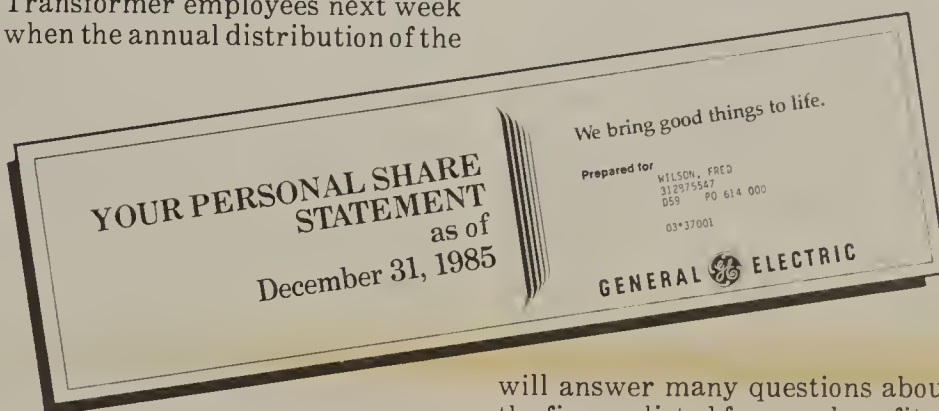
This is just some of the information to be provided to Motor and Transformer employees next week when the annual distribution of the

also continue to be shown for retirement at ages 62 and 65.

"This is a valuable document which should be studied and preserved for future reference," said Doyt Schaadt, personnel accounting manager.

"It shows us the considerable values that go along with a GE paycheck."

"While it's natural that the front part of the statement, which has data specifically calculated for each individual, gets most of the attention, don't overlook the additional information on the back because it



Personal Share Statements on GE employee benefits is made. AEECD employees will receive their statements at a time to be announced.

Statements have been prepared to reflect each employee's specific circumstances, such as age, years of GE service, and selection of optional benefits.

Age 60 pension

For the first time, this year's statement shows the estimated GE pension for retirement at age 60. Pension and Social Security figures

will answer many questions about the figures listed for your benefits," Schaadt noted.

ESOP clarification

Schaadt said this year's statements show full income shares of GE stock under the Employee Stock Ownership Plan in the column called "dividend income-1985." Fractional income shares of stock are included in the "credited previously" column.

If, after studying the Personal Share Statement, employees have questions about the accuracy of the information on it, they may ask their supervisor for help in answering these questions.

Food Drive scheduled for June 13

Food Bank volunteers help desperate citizens

A mother of six children desperately needs help. She has been struggling to raise her family alone since the father walked out on them a few years ago. The 17-year-old son has a part-time job after school to help out, but they barely exist. The mother can't work because one of the children has cerebral palsy and needs constant care. It's winter, and all of the children need warm clothing. Above all, they need food.

Another mother, Vanessa, needs food for her three children, ages one, three and seven. Vanessa's minimum-wage job was temporarily eliminated. She will be called back to work in four or five months, but for now she is without any resources and must face the winter with no money or food.

These are just two of the hundreds

of hunger cases in Fort Wayne seen by volunteers of the Associated Churches Emergency Food Bank. Rev. Melvin Phillips, director of the Associated Churches, says many of these hungry individuals and families might be overlooked if it weren't for the Food Bank services.

"Despite what many people would like not to believe, hunger exists all around us," Phillips said. "I could talk all day about the various situations people find themselves in where they can't feed themselves or their families."

He said the Food Bank supplies food to families primarily on an emergency basis. The service is intended to keep families going until they can get back on their feet or receive help from government agencies.

"A good number of our clients say

they would never have guessed that it could happen to them. Oftentimes they are embarrassed to ask for help."

"Last year we provided meals for 32,000 men, women and children of all ages, religions, races, creeds and nationalities. These people had two things in common - they were God's created children, and they had emergency food needs," he said.

"We do a very good job of making sure the people who come to us really need the food. Seldom do we find a client just looking for a handout," he noted.

Economic problems in the community often cause the need for food to rise. For instance, the Food Bank served meals to 9,000 more people in 1984 than in 1985, largely because employees who had been permanently laid off

from the International Harvester plant were starting to run out of benefits.

Food and money is donated to the Food Bank by area schools, factories, grocery chains, civic groups and other organizations, Phillips noted.

"We couldn't do it without these wonderful people," he said. "It doesn't take long to run out of food. Thankfully, there are people in this community who take time to consider their less-fortunate neighbors."

Fort Wayne GE employees are among those who care in the community, Phillips said. Last year, they contributed more than \$3,828 in cash and 1½ tons of food to the Food Bank during the annual Food Drive.

Employees will have the opportunity to contribute again this year on June 13.

GE truck driver runs Boston Marathon

Dennis Hudson, a truck driver in Transportation, did what few people aspire to and what even fewer accomplish - on April 21, he completed the Boston Marathon.

"I started running in 1980, following a dose of humility," Hudson said. A friend bet me that I couldn't beat his 14-year-old son in a half-mile race. I knew that I weighed more than I should have and that my smoking habit would hurt my performance. However, as a former high school track and cross-country athlete, I was sure I could win," he said.

"I started out strong, but two things caught me - reality and the 14-year-old. I really died in the stretch. The worst thing was the way I felt for the next two days. That's when I realized something had to be done," Hudson said.

Hudson decided to start a running program. "I quit smoking immediately and began to watch my diet. Although I ran almost every day, my training routine left much to be desired," He commented.

As Hudson became more involved in running, he joined the Fort Wayne Track Club and gained new friends who helped him with his program. They advised him about training routines, pacing, speed work, diet, shoes, and other running elements.

"I hadn't been on the program too long before deciding to enter the Home Loan & Savings 10K race. That was a tremendous experience. So many participants, the crowd - it really hooked me on running," He said.

"A friend encouraged me to try a marathon, so I did. In 1981, I completed the Hooks Marathon in three hours and 57 minutes. That accomplishment planted the seed for running the Boston Marathon."

Hudson said he was drawn to the



Hudson

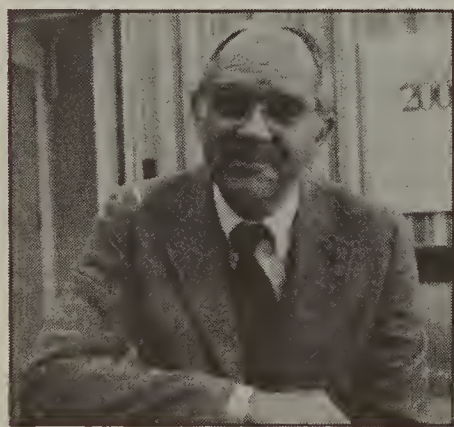
Boston Marathon because it is a prestigious event which has demanding qualifying standards. For Hudson's age group (40-49), participants must complete a sanctioned marathon with a minimum time of three hours and 10 minutes within the preceding 12 months.

"The Boston marathon was just fantastic. There were about 6,000 runners, and the crowd was tremendous. People lined the entire course 15 and 20 deep, and their enthusiasm was unbelievable."

Hudson finished the race in three hours and 17 minutes, among the top third of the well-conditioned athletes participating.

Hudson commented that his exercise program has helped his overall physical well being. "I don't get sick often and I have a high energy level. I think everyone should be involved in a structured exercise program."

You don't have to train for a marathon to be healthy



Dr. Chase

"You don't have to train for a marathon in order to have a healthy life-style," says Dr. Jim Chase, medical director. Dr. Chase recommends that people establish an exercise program to fit their personal circumstances.

He suggests aerobic exercise a minimum of three times per week, during which people build their pulse rate to the appropriate level for their age (consult your physician) for 20 minutes. Kicking the smoking habit and adhering to a balanced and nutritional diet are also important steps, according to Dr. Chase.

Dr. Chase suggests finding an enjoyable exercise - running, jumping rope, swimming, walking (vigorously), bicycling, and others.

"The need for exercise is so obvious it sometimes escapes us. We are human animals designed for locomotion. Our bodies stay healthier with use. 'Use it or lose it' is a meaningful expression in this regard," the doctor commented.

Dr. Chase encourages people not to go to extremes with fitness programs. He said, "We should adopt a healthy lifestyle that becomes a part of our regular routine. Too often people begin extreme exercise programs and/or crash diets. Despite their good intentions, the demands are so great that they often drift back to their old sedentary and Big Mac patterns after a couple of weeks."

Dr. Chase concluded with one other recommendation. "I guess the next most important life-style item I would urge beyond exercise, weight control, nutritional diet and no cigarettes is to buckle up for safety. It's a simple step that avoids or minimizes injury - and most importantly - saves lives," he said.

Employees retire in April

Gerald F. Widner retires with 44 years of service. He began in the Apprentice School. He retires as a toolmaker at Taylor Street. "I have enjoyed working at GE. Now I can relax, spend more time in Michigan and get things done around my home."



Roger W. Collar retires with 43 years of service. He began as a treat specialist in Specialty Transformer. He retires as an assembler in Specialty Transformer. "GE has been very good to me. I hope that through the years I have been good for GE."



Helen J. Deahl retires with 35 years of service. She began filling coil edges in Specialty Transformer. She retires as a cost leader at Taylor Street. "Retire? No! GE early retirement benefits provide the security and time to pursue deferred ambitions that open doors to new friendships."



Ruth E. Fritz retires with 38 years of service. She began as a stenographer in the Works Laboratory. She retires as a secretary in Building 19-5. "I plan to do some more traveling, enjoy my grandchildren and live a life-style without schedules. GE has been a good place to work. I will miss my friends."



Marilyn C. Boren retires with 25 years of service. She began as a coil placer at Winter Street. She retires as a wedge and repair operator in Building 4. "I am going to travel and do some things I haven't had time for before. I am thankful for GE's early retirement benefits that make it possible."



Other April retirees are: William W. Anderson, STO Production, Broadway; Marcella L. Driscoll, Motor Production, Building 4-4; Kenneth E. Emerick, Wire Mill; Wilbur R. Jones, Motor Production, Building 4-1; Bertha B. Pederson, Motor Production Building 4-2.



Table Tennis Tournament champions

(From Left) Max Fuelling, Decatur, Phil Herrick, advanced manufacturing lab and Karl Kuzeff, retiree, were all champions in the annual GE Club Table Tennis League Tournament. Fuelling won the singles competition. Herrick and Kuzeff won the doubles competition.

Largest one-year gain

Matched gifts to colleges up by half million dollars

Gifts from employees and retirees to colleges and universities eligible for matching under the General Electric Foundation's Corporate Alumnus Program jumped by almost a half million dollars in 1985. This was the largest one-year gain in the history of the program.

Donations totaled \$2,528,037, up from 1984's figure of \$2,048,151. Some 1,077 colleges shared the employee and retiree contributions and matching gifts from the GE Foundation.

Some 9,431 employees, about 1,500 more than in 1984, used the program in 1985 to double gifts to their alma mater or to that of their spouse or children. They gave more than \$1.4 million.

Contributions from retirees passed the \$1 million mark for the first time, with 2,815 retirees participating.

Rensselaer Polytechnic leads

Among the colleges and universi-

ties benefiting from the program, 132 received more than \$5,000 in matching payments. Rensselaer Polytechnic Institute led with \$79,749, breaking its own record.

Other leaders were Union College, \$66,979; Massachusetts Institute of Technology, \$49,886; Yale, \$42,871; Cornell, \$42,084; Dartmouth, \$41,679; and Pennsylvania State, \$41,155. Penn State set a record for public universities.

The Corporate Alumnus Program has matched \$21.7 million in gifts to colleges and universities since it was established in 1954. It was the first corporate gift-matching program.

Matches \$15 to \$7,500

The GE Foundation matches contributions by eligible individuals of at least \$15 to a maximum of \$7,500.

Motor and Transformer employees wishing to contribute to colleges and

universities may obtain gift-matching forms from Gloria Smith, Building 18-3. AEECD employees may obtain their forms from the Relations office.

The form should be filled out and mailed with the contribution directly

to the college. Care should be taken to use the CAP form and not the "More Gifts...More Givers" form which is used for contributions to other charitable organizations approved by the Foundation trustees.

Rules for CAP gift-match

When making contributions to colleges and universities for gift-matching by the GE Foundation Corporate Alumnus Program, employees and retirees must keep these rules in mind:

- A relationship must exist between the contributor and the institution. The donor or the donor's spouse or child must be either a recognized alumna/alumnus of the institution, hold an honorary degree from the

institution, serve or have served as a trustee of the institution, or be a current student there.

- Gifts must be voluntary contributions from the donor's own resources and not from gifts or loans of any other person or organization.
- Gifts must not represent tuition or payment for a benefit or in expectation of some benefit to the donor or any organization named by him or her.

Adlets

FOR SALE

WATT BASS AMP, good, \$50; Goya Acoustic, \$50; Ibanez bass guitars, \$250, both in ex. cond., call aft. 4 p.m. 456-5173.
RENAULT, 30,000 miles, \$5,000; '83 Renault, 22,000 miles, \$4,300; call before 3 p.m. 436-1529.
TRIPLE TRACK ALUMINUM STORM WINDOWS, 14, wht:9, 36"x55"; 2, 36"x39"; 2, 40"x67"; 1, 36"x47", best offer. 749-2408.
AIR CONDITIONER, 11,500 BTU; lge microwave, ex. cond., aft. 6 p.m. 749-4760.
TPOINT REFRIGERATOR, apt. sz., 14 cu. ft.; '77 Pinto, good cond., a.m. 422-3626.
ELECTRIC WATER HEATER, 20 gal., for lake or trailer, like new, \$75. 422-4083.
RENAULT FUEGO TURBO, 5 spd, air, stereo, mint cond., must sell, make offer. 747-0241.
ROCKWOOD POP-UP CAMPER, mdl 1280, slps 8, \$2,500. 745-5962.
FOURTH IRON PATIO FURNITURE - tbl, couch w-padding, 2 padded chairs, ex. cond., \$120, aft. 5:30 p.m. 432-3836.
THINLINE AIR CONDITIONER, 25"W x 21"H, 17" deep, 6,000 BTU, \$25. 456-8433.
RAIL BLAZER WOOD STOVE, used 6 mos., looks like frplc, auto control. 622-7413.
EXERCISE BIKE, weight bench, \$50 each. 636-2918.
THREE HALF ACRE BUGWACKER, 1 yr. old, \$55; TRS 80, 16K color computer w-cass. recorder, \$125. 485-6974.
MOBILE HOME, Hamilton Lake, on rented lot, completely furn. 485-7424.
KITCHENAIRE VARIABLE SPEED RANGE HOOD, gold, \$25. 484-0107.
ELECTRIC STOVE & SIDE-BY-SIDE REFRIGERATOR, cprtn; 36"x28" mirror; rm divider, 26-1/2"W. 432-2896.
OLDSSTARFIRE, ex. cond., manual shift, \$2,175. 637-8232.
SON GOLF CLUBS, matched set - 4 woods, 8 irons, \$150. 486-4693.
IL'S 26" BICYCLE, sgl spd, \$25 or offer, aft. 4 p.m. 747-1387.
MERCURY COMET, 4 dr., dependable, good cond., \$700. 637-6030.
GLEBED w-sprg & mattress, \$75. 432-3274.
ARABIAN 28', 5th WHEEL CAMPER, air, 20' awning, see to appreciate. 744-2837.
DATSUN 200SX, 39,000 miles, Bose stereo, clean; call aft. 6 p.m. 627-2517.
IDERWEIGHT BENCH, new, \$40. 637-3337.
IL'S 10 SPEED VARSITY, 24", ex. cond. 493-2241.
LECTOR'S '41 CONSOLE RADIO/RECORDER, reasonable. 749-2323.

'83 SUZUKI GS 1100, red w-fairing, must sell. 484-1646.
'77 MONTE CARLO, air, ps, pb, AM-FM w-8 trk, w/w tires. 493-6151.
'75 MERCURY MONARCH, 4 dr., V-8, ps, pb, air, mech. good, \$1,000. 485-1727.
'76 CHEV. NOVA, 6 cyl., 3 spd., must sell, make reasonable offer. 485-8661.
GE AIR CONDITIONER, 11,000 BTU, 110V, \$75; exercise bike, \$15; sofa slpr, bwn, \$75. 422-3235.
ANTIQUES: oak buffet & dining drop leaf table. 632-4733.
'79 FORD FAIRMONT, air, auto, 6 cyl, extra clean, must sell, \$2,500. 745-5119.
HOUSE, Auburn Rd.; Yellowstone trailer, fair cond. 749-8627.
LADDER FOR TRUCK CAP; girl scout uniform, sz. 12. 749-0159.
SEARS CRAFTSMAN MOWER w-rear bag, used twice, \$180. 422-5603.
BED w-decorative wht & gold hdbd, springs & mattress, good cond., \$45. 426-4900.
STORM WINDOWS & SCREENS: 3, 62"x34"; 2, 62"x30"; 2, 62"x28", reas. 456-2606.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

In memory

Clinton L. Myers, Cheboygan, MI, died April 8. He retired from GE in 1976.
Arthur L. Brown, Hoagland, IN, died April 10. He retired from GE in 1962.
Ferrol R. Hill, 1737 E. Gump Road, died April 23. He retired from GE in 1975.
Carl H. Einsledel, 805 McKinney, died April 25. He retired from GE in 1966.
Mildred B. Moore, Woodburn, died April 25. She retired from GE in 1960.
Betty M. Kummer, 6510 Covington Rd., died April 28. She retired from GE in 1985.
Clarence C. Peters, 2214 Hathaway Rd., died April 28. He retired from GE in 1970.

'78 FORD LTD II, lmted edition, \$2,500 or best offer. 627-2517.
35 MM CAMERA, 28WA, 50, 90, 135 lens, case, meter, new, \$100. 747-5902.
TYPEWRITERS: Underwood & Royal, std. manual, ex. cond; Sears dome hair dryer, \$10. 747-3871.
NEW WOOD BURNER BY EARTH STOVE, lists for \$750, make offer. 639-6618.
LAND: approx 15-1/2 acres NE of FTW on blk top road, a.m. 485-8546.
MOTOR OIL, 100 gals. used. 657-5925.
ALUMINUM SCREEN DOOR, wht, good cond. 422-6330.
MOBILE HOME, Sarasota, FL, furn., in city park. 1-904-752-7041.
'79 CHEVETTE, 4 dr., good cond., \$1,500, aft. 5 p.m. 432-7927.
'79 COACHMAN MINI-MOTOR HOME, 19', self-contained, \$9,000. 484-3714.
YEAR-ROUND COTTAGE, 5 rms., Hamilton Lake, \$15,000. 483-7278.
COMMERCIAL BLINDSTITCHER, mtd on table, like new, \$400. 745-9058.
TV CABINET, ex. cond., \$25 - repairable 25" TV incl. 745-2863.
AUCTION, May 8, 3 p.m., 2914 Raymond St., 64 yrs. accumulation.
30" HAHNDECK MOWER, \$300; '78 Mustang, 3 dr., 4 spd., \$1,700, aft. 6 p.m. 632-5444.
'72 BUICK ELECTRA, V-8, 2 dr., good condition, \$750. 745-5003.
ALUMINUM STORM & SCREEN WINDOWS, 5, 28'1/2" x 52", \$10 each. 639-6146.
'78 CHEV. CAPRICE CLASSIC, 350 eng., auto, pwr, 4 dr., ex. cond. 432-5838.
BOX SPRINGS & MATTRESS, qn. sz.; rhu-barb & plants. 422-9368.

WANTED

LAWN MOWER, gasoline, good cond., w-bag; can leave message on recorder. 749-9750.
GOOD CAR, \$300-\$600 range. 637-3482.
BABYSITTING, in my home, any age or shift. 424-0581.
STEEL & RHYTHM GUITAR PLAYER TO PLAY IN C&W BAND & SINGER, playing for charity at present. 489-3704.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
BOAT TRAILER. 747-5531.

FOR RENT

FLORIDA COTTAGE, by the wk from May 4-June 7, Englewood, gulf side, near beaches & golf, furn. 627-3431.

SERVICE

LICENSED TUTOR, for retarded or regular school lessons. 422-4228.
PAINTING, experienced, interior/exterior, estimates. 745-1231.
CONCRETE CONSTRUCTION - repair/replace. 456-1187.
CONTINUOUS GUTTER & SIDING, free estimates. 627-2858.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Elex members to select 1986-'87 officers

Elex Club members will soon vote for 1986-'87 officers. Eligible voting members may obtain ballots from an Elex contact representative in their area or by sending a request to the Elex Office, located in the GE Club.

Ballots must be returned by May 16 to contact representatives or the Elex Office.

A single slate of officers is being presented this year. However, the Elex Club is requesting that members submit ballots as a sign of support for the new officers and the organization. Also, the newly-elected director who receives the most votes will serve a two-year term.

The slate is as follows:

President - Lois Fuhrmann, Building 26-2.

First vice president - Ann Day, AEEDC.

Second vice president - Edith Van Doorn, AEEDC.

Secretary - Cindy Slater, AEEDC
Candidates for trustee (two elected) - Dee Jackson, Building 18-4; and Phyllis Petry, Building 27.

Candidates for director (three elected) - Shirley Beard, AEEDC; Diane Fultz, Building 27; and Marge Frain, Taylor Street.

Non-elected carry over officers are Lois Perrine, director, Taylor Street; Brenda Hambleton, director, Building 4-5; and Geneva Daugherty, director, Building 19-1.

Appointed officers are Sally Eichhorn, treasurer, Building 4-4; and Joan Hoover, assistant treasurer, Building 4-6.

— Secretary —

— Trustees —



Cindy Slater
AEEDC



Dee Jackson
Building 18-4.



Phyllis Petry
Building 27

— President — — First v.p. — — Second v.p. —

— Directors —



Lois Fuhrmann
Building 26-2



Ann Day
AEEDC



Edith Van Doorn
AEEDC



Shirley Beard
AEEDC



Diane Fultz
Building 27



Marge Frain
Taylor Street

Painting class changed

The Elex painting class has been changed to Thursday, May 15. It will be at 6 p.m. in the Building 18-1 conference room.

Participants will paint a "Kansas Sky," and the cost is \$24. Call Cindy Doudt, Ext. 4875 for reservations.

Americans join hands to fight hunger

Millions of Americans will join hands to create a 4,000 mile continuous human chain coast-to-coast May 25. This event, Hands Across America, will raise funds to combat hunger and homelessness in the United States.

A creation of United Support of Artists for Africa (USA for Africa), Hands Across America is chaired nationally by Bill Cosby, Lily Tomlin, Kenny Rogers and Pete Rose.

Hands Across America is the largest community gathering in the nation's history. It will span 16 states and the District of Columbia, reaching from near the Statue of Liberty to the Pacific Ocean. It will offer more than 10 million Americans the opportunity to actively contribute to the resolution of

an escalating national epidemic - hunger and homelessness.

Indiana line

In Indiana, the line of participants will enter the state just north of Lawrenceburg, follow a route through Indianapolis and Kokomo to South Bend, Michigan City, Gary and Hammond. At approximately 1,320 participants per mile, 369,600 people will be needed to cover 280 miles in Indiana.

Each participant is asked to contribute at least \$10 to combat hunger and homelessness in the U.S. The project is expected to raise \$50 million to \$100 million.

To sign up, participants may fill out

and send the form below to Hands Across America, 7707 American Avenue, Marshfield, WI 54472. Getting the form in by May 15 will allow officials in finding you a place in line by May 25.

A \$10 contribution insures a space in line and a commemorative certificate; for \$25, a T-shirt will be added and for \$35 or more, participants will also receive a visor and a Hands Across America lapel pin. Those who cannot or do not wish to stand in line may also contribute.

Those who do not have a reserve place in line by May 25 may simply show up on route and have a marshal place them. For more specific route information, call 317-876-1550.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

FOR YOU, YOUR FAMILY AND FRIENDS

☐ Yes! I want to join HANDS ACROSS AMERICA and help the hungry and homeless in America.

Mr. Mrs. Miss Ms. Name _____ (Please Print)

Company or Organization Name (if applicable) _____

Address _____

City _____ State _____ Zip _____

Telephone(s) _____ (ALL GIFTS AND PLACE-IN-LINE INFORMATION WILL BE SENT TO THE ABOVE ADDRESS)

CHECK ONE: ☐ I/We want to stand in the line on May 25th, 1986.

☐ I am/We are unable to stand in line, but please accept the enclosed donation.

TO STAND IN LINE, PLEASE FILL OUT THE FOLLOWING:

Total number of places I want to reserve, including one for myself
(Please attach a separate sheet with names and addresses of family and friends in your group.)

CHECK ONE: ☐ Please place me/us closest to the mailing address above.

☐ Please place me/us near _____

City _____ State _____ Zip _____

PLEASE SEND US THIS FORM BEFORE MAY 15TH IN ORDER FOR US TO SEND YOU YOUR PLACE IN LINE PACKET(S) BEFORE MAY 25TH.

* By returning this form, I release United Support of Artists for Africa (USAFA) and its sponsors, organizers and affiliates as well as their employees, from all claims I shall or may have against them that result from my participation in this event, and agree that USAFA and its assigns may use my name and photograph taken during the event without compensation.

NUMBER PEOPLE x AMOUNT

NUMBER PEOPLE	x	AMOUNT	TOTAL
@ \$35 or more		brings you a place in line, an official Hands Across America T-shirt, a sturdy plastic visor, the official lapel pin, and a Commemorative Certificate of Appreciation	T-shirt sizes ____ of Extra Large ____ of Large ____ of Medium ____ of Small \$
@ \$25		brings you a place in line, an official Hands Across America T-shirt and a Commemorative Certificate of Appreciation	\$
@ \$10		brings you a place in line, and a Certificate of Appreciation	\$
			TOTAL \$

☐ I want my full donation to support the Hands Across America program. Please do not send me any gifts.

PAYMENT METHOD:

☐ Check ☐ Money Order (U.S. Dollars only) (Make payable to Hands Across America)

Please do not send cash

MasterCard

VISA

Amex

Card No _____

Visa

Amex

Signature of Cardholder _____

FOR FASTER SERVICE ON CREDIT CARD ORDERS, CALL 1-800-USA-9000.

* Remember, contributions are tax deductible to the extent permitted by law, and are non-refundable.

* Hands Across America will do everything possible to deliver commemorative gifts by May 25, 1986, but cannot guarantee delivery by that date.

* The Hands Across America gift program expires December 31, 1986.

Send this form with your contribution to:
HANDS ACROSS AMERICA
7707 American Avenue
Marshfield, WI 54472



H0005



General Electric News

MAY 15, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 17

MBG gets 100% of Club Car business

Club Car recently signed a contract making the Motor Business Group supplier of all its DC golf car motors for the next three years. Previously, MBG supplied more than 50% of these motors, and Hitachi of Japan supplied the rest.

With the additional Club Car business, MBG is now supplier of all DC motors that go into golf cars made in the U.S.

Len Knecht, senior marketing and application engineer, said the dollar's jump against the Japanese yen was the primary factor in getting the Club Car contract.

"When the dollar was strong, Hitachi had a price advantage - not to mention their excellent quality," Knecht explained. "Now that the dollar is down, we have the advantage."

Knecht said improved quality and significant cost reductions during the past few years also contributed to get-

ting Club Car's business from Hitachi. Also, diligent sales efforts from Dale Meyer and Fred Jones in Atlanta were critical to getting the Club Car contract, he noted.

Knecht said all DC golf car motors are made in Fort Wayne.

Only a foot in the door

Knecht emphasized that the Club Car contract is not something to take for granted.

"We need to look at this as an opportunity. Now that our foot is in the door, we have to continue reducing cost and providing the best quality available in the world," said Knecht.

Pat Palmisano, plant manager, said, "The Club Car order presents us with a tremendous challenge. Suppose the dollar swings the other way. What would prevent Club Car from swinging its business back to Hitachi? Improved cost and quality will enhance



George Mason, Building 6-2, assembles the DC motors for Club Car.

our chances of preventing such an occurrence."

George Mason, an assembler in 6-2 who works on the golf car motors, said he's always felt MBG's motors were as good as Japanese motors, but that Japanese labor costs were much lower, making them cheaper to do business with.

Mason said improving quality should help keep Club Car's business if the dollar goes back up. "The way I see it, our object should be 'zero defects,'" he said.

Palmisano agrees with Mason. He added, "Club Car officials have told us that Hitachi had zero defects on the golf car motors they supplied for them last year."

Production improvements

Palmisano mentioned a few of the cost and quality improvement mea-

asures taken in Motor Production during the past three years that had an impact on Club Car's decision to give all their business to MBG.

"Our cost improvement efforts during the past three years have permitted us to reduce the prices of our motors," he said.

"Improvements in the way we produce drive sleeves alone has resulted in a two dollars per motor savings. Decreased labor costs through improved efficiency, and other measures have accounted for further price improvements, he said.

Motor Production has corrected quality problems Club Car had experienced with GE motors previously, Palmisano pointed out. For example, Production used to occasionally place the wrong armature in Club Car motors. Now there is a test fixture that corrects the problem before it reaches Club Car's hands. This and other actions taken by employees have significantly improved the quality level of the units shipped to Club Car, Palmisano said.

Palmisano credits production employees for responding to Club Car on short-cycle orders that Hitachi could not deliver. "This is one the biggest advantages we have over foreign motor makers when dealing with U.S. customers," he said.

Excellence Through Quality, the implementation of Statistical Process Control and the self-directed work force has gained customer confidence in MBG's ability to produce a world-class motor, Palmisano noted.

He concluded saying, "In order for us to keep the Club Car order and maintain and get business from other customers, we must continue to provide cost leadership, the best quality, and, when necessary, respond to short-cycle delivery needs."



E Golf League members Steve McBride (left) and Lynn Bradtmueller pose in a Club Car. MBG now makes all of the DC motors that go into these golf cars.

Emerson cuts hourly workers' pay to compete

The following is a reprint from the May 8 issue of The News Democrat at Russellville, Logan County, Kentucky.

RUSSELLVILLE - Emerson Electric's employees here had an unpleasant surprise Monday when a company official from St. Louis announced in a meeting at the local plant that hourly employees will take a wage reduction as the company's attempt to improve competitiveness with other motor manufacturers. Reports from employees indicate the reduction is seven percent, effective June 1.

Some employees also said it was announced Monday that some salaried positions would be eliminated.

Plant Manager Mike Gilbert would not comment on the amount of reduc-

tion and would offer no information other than the following news release:

"We have experienced much stronger price pressures in the motor industry in the past couple of years due to the increased global competition in our business. Emerson has invested several million dollars in our plant to improve our productivity and improve our competitive position with other motor manufacturers.

"In addition to the capital expenditures invested in our plant, we have adjusted our labor rates downward to the level we feel will enable us to aggressively compete for the available motor market. These adjustments will improve the opportunity to attract additional business for Emerson in the motor types manufactured in Russellville.

"The pressures addressed with these actions are not exclusive to motor production. In recent years other American industries have been confronted with similar challenges. Some have been successful in making the changes necessary to survive, others have not. It is essential that we make the necessary changes now. We feel these adjustments will enable us to continue as a vital part of the Russellville business community."

When asked if management is included in the reduction, Gilbert said that was privileged information that he would not release. Questioned further on the situation, Gilbert said any more information would be released to his employees and not to the community.

Feelings among employees contacted Tuesday evening were somewhat mixed. Some seemed very angry about the reduction while others accepted it more readily with the feeling that a reduction is better than a lay-off.

"I can see their point of view. I guess we could have been laid off. This is better than not having a job," one employee said.

Another said he was very upset about the cut because "our expenses haven't been cut any, they're still going up. It's going to hurt. We do still have jobs though, it's better than if the doors had closed."

One employee reported having heard recently that Emerson's profits were up considerably for the quarter and questioned the validity of the explanation offered for the reduction.

Completes 'Breaking the Smoking Habit' program

Tom Hiss celebrates year without smoking

Tom Hiss, Wire Mill, recently celebrated his first full year without smoking after completing the "Breaking the Smoking Habit" program offered to Fort Wayne GE employees last spring. In recognition of this achievement, Dr. Jim Chase, medical director, returned Hiss' program enrollment fee of \$22.50.

Hiss said the program helped him weigh the reasons he smoked against the reasons for not smoking. "There were more reasons not to smoke, so I quit," he said.

Reasons to quit smoking

Reasons for not smoking? "First and most obvious, I feel much better and breathe a lot easier," Hiss noted.

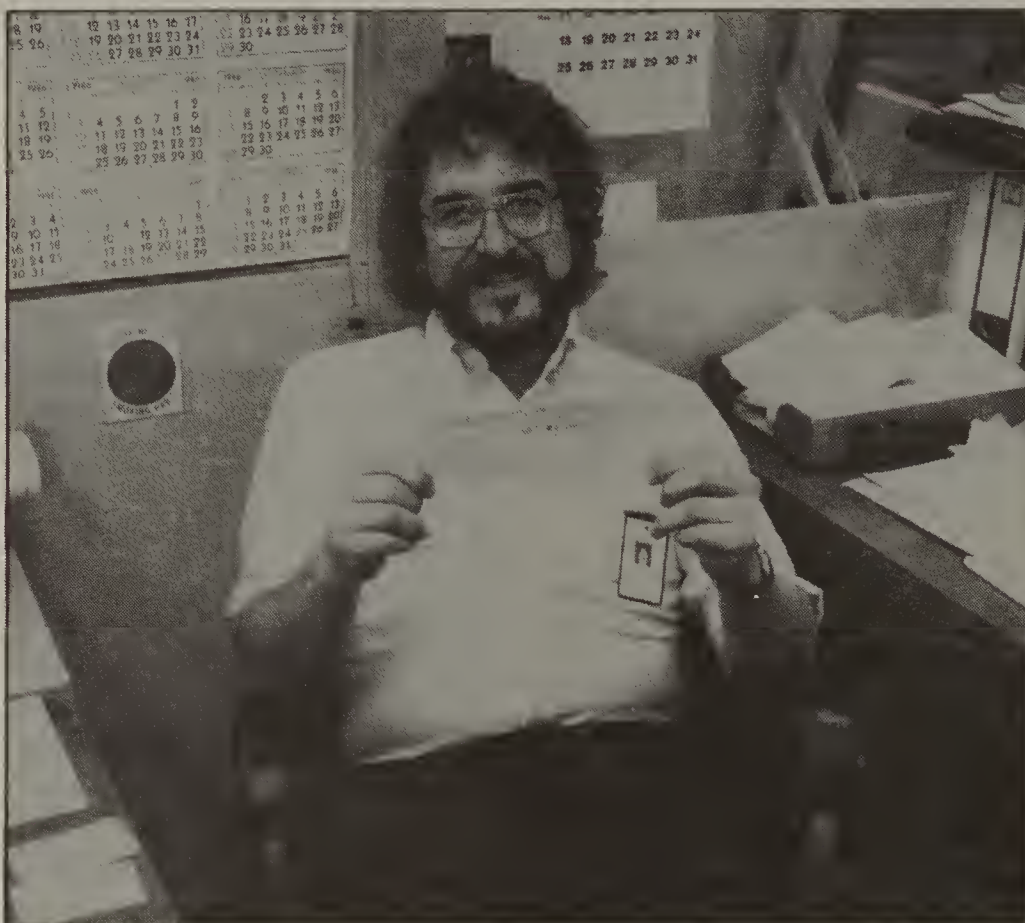
Another reason Hiss said he quit smoking was the cost of cigarettes. "At two packs per day, I figure I spent in the neighborhood of \$750 a year to support my habit," he said. "I really notice the savings when I'm in a convenience store or a gas station and the cashier charges someone a dollar or more for a pack of cigarettes. To think I did that twice a day, every day!"

"The other big reason I quit smoking is the smell," Hiss said.

"After I had quit smoking for a while, I dated a lady who smoked. When she left my house, I noticed the smell for a week or more."

Wasn't easy

Hiss said kicking the habit wasn't easy. To help, he and a few other participants in the program called each other at home when they felt the urge



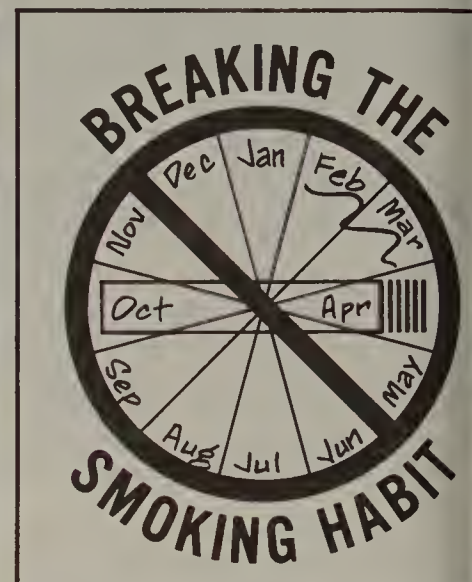
Tom Hiss, Wire Mill, holds a check for \$22.50. This was the amount he paid to enroll in the "Breaking the Smoking Habit" program offered to GE employees a year ago. GE reimbursed Hiss the enrollment fee after he completed a whole year without smoking.

to light up.

He completely quit smoking about four weeks into the program. To increase his motivation, Hiss divided the round "Breaking the Smoking Habit" emblem into a 12-piece pie, each piece representing a month of his first non-smoking year. At the end of each month, he filled a piece in with a magic marker.

"At first it was very frustrating because so much of the pie was left. But as it filled up, it became easier to say no," Hiss said.

Although he is occasionally tempted to smoke at a party or someplace where a lot of people are smoking, Hiss says he just concentrates on the advantages of not smoking, and the urge goes away.



For motivation, Hiss divided the "Breaking the Smoking Habit" emblem into 12 pieces, representing each month. For every month he did not smoke, he filled a piece in with a magic marker.

GE News wants to feature employees' lifestyle changes

Do you know a fellow employee who has made a significant change in his or her lifestyle? Have you made one yourself?

The GE News would like to feature employees' success stories about weight loss, exercise programs, 'kicking the habit' and others.

Those who would like to share these success stories about themselves or a fellow worker should contact Vance Meyer, Ext. 3249.

Savings Bonds folder highlights why bonds are worth second look

"The best reason to buy U.S. Savings Bonds...is all the interest you can earn. Savings Bonds are keeping pace with the rest of today's financial market. When market rates change, so does the Savings Bonds rate."

That's one of the advantages of buying Savings Bonds explained in the small folder employees received with their paychecks recently.

The folder comes from the Savings Bonds Division of the U.S. Treasury Department and was distributed to GE people to explain how the market-based interest rate works. It also tells how the tax advantages can help build up funds for education of children or for retirement.

According to Treasury statistics, GE employees are second in the nation in the purchase of U.S. Savings Bonds through payroll deductions. The U.S. Postal Service leads with 106,950 participants, while GE has 67,590. Next is BellSouth with 58,859.

Guaranteed return

The folder explains how Savings

Bonds held five years or more will not only earn market-based interest rates, but also are guaranteed to never return less than 7½%.

Rates on bonds change twice a year - May 1 and Oct. 31, 1986. The current rate - effective May 1 through Oct. 31, 1986 - is 7.02%. However, bonds purchased during the period and held five years or more will still pay at least 7½% annual interest over the entire holding period.

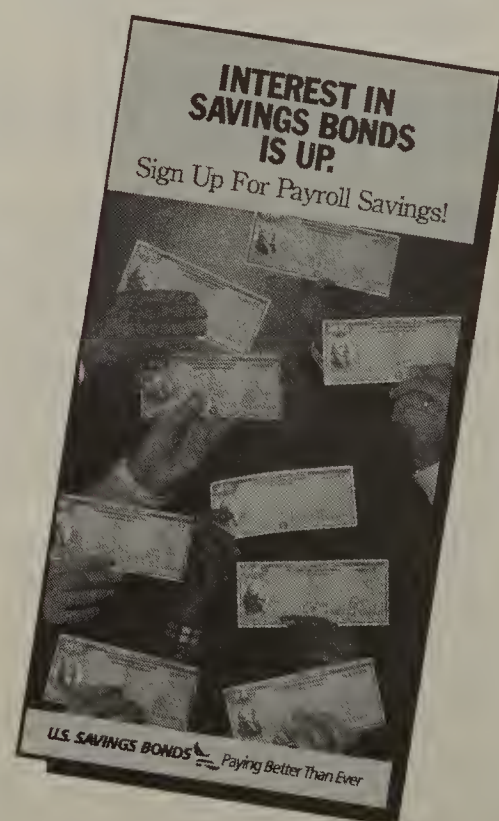
Income tax savings

Another advantage of Savings Bonds, the folder explains, is the income tax savings. The interest earned from Savings Bonds is exempt from state and local income taxes. And you can defer paying Federal taxes on earnings until you actually cash in your bonds.

Matching investment

Because the folder was prepared for employees of all companies, it highlights buying bonds through the payroll savings plan. However, most GE employees who invest in bonds use the

Savings and Security Program because it offers a 50% matching payment



from the company on investments up to 6% of pay (7% for those who have participated for the required holding period).

As a result, S&SP participants can buy Savings Bonds and receive not only the market-based interest rate and the tax values, but also a matching "bonus" investment of 50% of the amount they invest. In effect, GE will make a matching investment of one bond for every two purchased under S&SP, up to the limit of matching.

U.S. Savings Bonds are also an investment choice in the Deferred Investment Account and the Retirement Option Account of S&SP.

Other securities offered

Under S&SP, GE people can invest in other securities as well as bonds - GE stock, The S&S Mutual Fund, and the Holding Period Interest Fund. Besides studying the folder on bonds, employees should study the S&SP description in their benefit book and the S&SP Prospectus before making investment decisions.

GE NEWSLINE

Ability to do total job wins appliance contract

CHICAGO - Nearly 5,000 major appliances are being installed by GE at Chicago's Presidential Towers, a complex of four 50-story apartment towers. The order consists of 2,346 GE refrigerators and the same number of dishwashers.

According to Len Lapetina, Major

Appliance Business Group's contract manager in Chicago, a key factor in this competitive win over Whirlpool was the ability to do "the total job" - provide a quality product, deliver it on schedule, uncrate the appliances, and install them in each apartment complex.

Jack Welch elected chairman National Academy of Engineering

WASHINGTON - Jack Welch, GE chairman and chief executive officer, has been elected to a two-year term as chairman of the National Academy of Engineering (NAE).

The NAE is a private organization established to share in the responsibilities given the National Academy of Sciences under its Congressional charter to examine questions of science and technology at the request of the

federal government.

The NAE sponsors engineering programs aimed at meeting national needs, encourages engineering research and recognizes distinguished engineers.

Roland Schmitt, GE senior vice president in charge of Corporate Research & Development, was re-elected to a second three-year term on the NAE Council, the group's governing board.

Exxon restructuring, cutting workforce; offers voluntary retirements, resignations

NEW YORK CITY - Citing the bleak outlook in the oil industry where prices have plummeted, Exxon has offered 40,000 employees - more than a quarter of its workforce - the option of early retirement or resigning with compensation.

Exxon will accept voluntary resignations until May 30. After that, it

will cut staff at its own discretion.

Clifton Garvin, the company's chairman, explained that the company is going through an extensive restructuring which will require fewer employees. "The decision to implement this workforce reduction has been painful," he said, "Unfortunately, circumstances have left us little choice."

Building 31 lobby hours changed

Hours for entrance into Building 31 through the lobby have been changed.

The new hours are 7 a.m. to 5

p.m., Monday through Friday.

Authorized employees may enter through the turnstile and the side door at any time.

Ruhl celebrates 45 years of GE service

Merv Ruhl, STO personnel administration specialist, recently celebrated his 45th anniversary with GE.

Dan Lovinger, STO manager, and John Peolinski, STO Relations manager, presented Ruhl with a gold chain which Ruhl gave to his wife. "The greatest change I've seen in the past 45 years is the application of computer technology in shops and offices. These changes have greatly improved our productivity and enabled us to quickly respond to our customers' needs," Ruhl said.



Adlets

FOR SALE

- HUMMEL FIGURE**, "Globe Trotter", 4-1/2"-5", Stylized Bee, best offer. 447-7025.
- '84 RENAULT**, 2 dr., 4 spd., AC, rear defg, recl. seat, nice. 747-0844.
- '74 MOBILE HOME**, 12'x60', appliances, wshr, dryer, shed. 489-5364.
- '80 OLDS CUTLASS SUPREME BRGHM**, 305 engine, air, ex. cond., \$4,000. 422-9655.
- '79 DODGE OMNI**, 4 dr., 4 cyl., 4 spd., air, ps, nice cond., \$1,250. 489-9778.
- '70 COACHMAN**, 19' self-contained, slps 6, one owner, \$2,500. 747-9782.
- ALUMINUM STORM DOOR**; exercise bike, both ex. cond. 749-4236.
- '80 HONDA XR500**, adult owned, low mileage, ex. cond., \$700. 622-4844.
- '78 KAWASAKI KZ650**, 14,000 miles, ex. cond. 632-5933.
- SIDE-BY-SIDE REFRIGERATOR/FREEZER**, 22 cu. ft., \$150 or best offer. 637-1610.
- '79 PLYMOUTH HORIZON**, runs & looks good, best offer considered. 422-7715.
- '82 RENAULT FUEGO TURBO**, 5 spd., air, stereo, ex. cond. 747-0241.
- KIRBY HERITAGE UPRIGHT SWEEPER**, like new, \$250. 744-0773.
- COLDSPOT UPRIGHT FREEZER**, 16 cu. ft., wht, ex. cond. 693-3377.
- CAMPSITE**, Indian Springs, improved corner lot, 50'x50'. 447-2280.
- GE DRYER**, dining rm table w-4 chairs, large hutch, Magnavox stereo w-tape player. 493-2983.
- SCHWINN TANDEM**, good condition. 456-8412.
- CRYPTS**, 2, Covington Memorial Gardens, reasonable. 747-0846.
- MOBILE HOME & LOT**, Venice Bay Adult Park, Florida, 10'x50' w-scrnd proch, car port, small shed, fruit trees, \$19,900. 489-3006.
- ROPER LOG SPLITTER**, 12 ton force, \$650, no less, like new. 637-5488.
- ELECTRIC WATER HEATER**; 10 spd bike, 27", make offer. 744-6083.
- SINGLE BED** w-spgs & mattress, good cond., \$75. 432-3274.
- 30" LAWN SWEEPER**, \$85. 483-7662.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SERVICE

- CONTINUOUS GUTTER & SIDING**, free estimate. 627-2858.
- ROOFING** - repair or renew, free estimate. 747-5531.
- CONCRETE CONSTRUCTION** - repair/replace. 456-1187.
- SWEETCAKES THE MAGIC CLOWN** - banquets, reunions, picnics, birthdays, all ages. 745-1545.

In memory

- Maxine L. Hathaway**, 417 Edgeknoll Lane, died May 2. She retired from GE in 1984.
- H. Eldridge Gillum**, 1303 Rabus Drive, died May 5. He retired from GE in 1968.
- Hubert J. Risser**, 802 W. DeWald, died May 5. He retired from GE in 1972.
- Quentin E. Romey**, Bronson, Michigan, died May 6. He retired from GE in 1967.
- Adolph C. Ferber**, 219 E. Leith, died May 7. He retired from GE in 1980.

When it's nobody's
business but yours...

We'll keep it
that way.

Ask for help from your Employee
Assistance Program.

Golf

Low Golf Scores - Bill Sutton, Don Shafer: 38
Jerry Cauble: 39

Low Net Score - Bill Blasing, Jim Closson: 34

Low Putts - Tom Jones, Bill Sutton, Don Shafer, Ralph Buckmaster, Tim Orr: 14

Most Under Average - Jim Trahin: 7.7

Birdies - Ken Bainbridge, Bud Steinbacher: 2
Max Witzigreuter, Mike Fuller, Roy Brokaw, Dick Colpetzer, Jim Closson, Bill Green, Bill Papert, Glen Cole, Les Fogle, Don Shafer, Dean Rodenbeck: 1

Tee Times for Spring Scramble at Brookwood - May 17

Tee Time	Team	Handicap
8:00	Corry, Windell, Martin, Olwine	2
8:07	McBride, Sutton, Buckmaster, Bradtmueller	1
8:14	Gottschalk, Pickett, Reas, Phillips	1
8:21	Thurber, Johns, Harris, Tucker	2
8:28	Stauffer, Baker, Suelzer, Ketzler	4
8:35	Baughan, Sparks, Murphy, Giese	2
8:42	Cole, Mills, Nelson, Rodgers	1
8:49	Hagadorn, Hahn, Reidenbach, Osbun	4
8:56	Trahin, Klen, Nevers, Grider	6
9:03	Wilson, Glass, Shinneman, Franklin	3
9:10	Kroemer, Stark, McFadden, Palmisano	6*
9:17	Priddy, Acheson, Kenny, Wheller	2
9:24	Bachelier, Sykes, Parlow, Macleod	1
9:31	Keeney, O'Hern, Barnes, Larue	4*
9:38	Blackburn, Pauve, Vickerman, Payne	4
9:45	Colpetzer, Coleman, Green, Giradot	2
9:52	Asp, Holbrook, Meyer, Wise	4
9:59	Wilson, Stark, Stenbacher, Schafer	3
10:06	Borgmann, Burns, Meyer, Saroff	4
10:13	Miller, Conley, Doelling, Chase	6
10:20	Gase, Miller, Jackson, Hackman	4
10:27	Nord, Erxleben, Hirt, Challand	4
10:34	Cirillo, Riedy, Stults, Dame	6
10:41	Donnelly, Carl, Walter, Grote	3
10:48	Jones, Hill, Fogle, Schwartz	4*
10:55	Menzies, Littlefield, Curly, Elder	3
11:02	Ross, Becker, Jamison, Bell	3
11:09	Hopkins, Wright, Stand, Nash	3
11:16	Gibbons, North, Rittenhouse, Gingrich	3*
11:23	Patterson, Depkie, Fuller, Shimer	2
11:30	Hyland, Stratton, Hedin, Schings	6
11:37	Able, Stauffer, Shaw, Stewart	3
11:44	Slupecki, Kopechex, Evans, McDowell	6
11:51	McClure, Spawn, Hambrook, Topp	3
11:58	McDonald, Moore, Patrick, Smuts	6*

* Pick up Flags

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Used Food Bank services

GE employee remembers needing food

An AEECD employee tells about a time when she, her husband and three children didn't know where their next meal would come from. The family turned to the Associated Churches Food Bank for help. Fort Wayne GE employees will have the opportunity to donate to the Food Bank June 13.

I was laid-off from Motors in the fall of 1982. My husband lost his job at International Harvester about six months before that.

It looked as though we would be all right for a while - I had some money in the Savings and Security Program and applied later for a refund on my pension contributions. And we both had medical benefits good for a year.

We also figured it wouldn't be too long before I got called back to GE, but we figured wrong.

Out of money

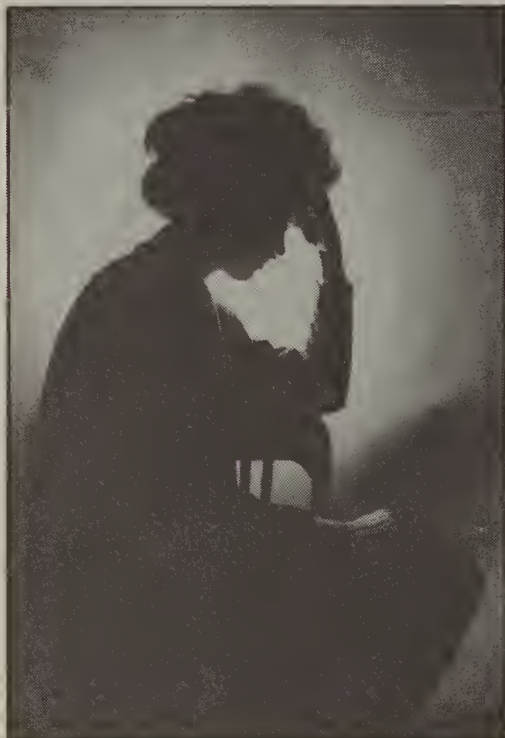
After one year, we were out of money. Neither of us had been able to find a job, as jobs were scarce. All we could get were temporary or part-time positions that didn't pay very much. When I'd apply for a decent job and they found out I was on layoff from GE, I wouldn't get hired because they were afraid I would go back to GE if called.

With three children to feed and clothe (ages 6, 11, and 13), a house payment, utilities, car payments, and all the other things it takes to live, it didn't take long before our savings were gone. My husband and I began to fight all the time.

We finally lost our house and had to move to an apartment. Then we sold

our car before they could take it, paid off the loan and bought an old clunker with what was left. Then we couldn't afford the gas or upkeep on the clunker and had to stop driving it. That made it even worse trying to get around to apply for jobs.

We were just scraping day to day.



Time really dragged. I kept thinking somehow soon it would all end, and one of us would find a good job.

Welfare not available

We tried to apply for welfare, even though my husband was against it. But the welfare people said they couldn't help us because my husband

was with me and we weren't divorced or separated. How could he leave even if he wanted to? He didn't have money or any place to go either. That's why we were applying for help!

It seemed like everywhere we turned, we were told we didn't "qualify" for help. My kids were having trouble in school, I think because they were so worried - someone was always bugging us about bills, and I was always on edge.

If someone had told us anything like this would happen to us, we wouldn't have believed them. After all, we once had steady jobs. That's part of the reason it was so hard to ask for help - we had never been forced to before. It's embarrassing enough to have to ask for food, and being turned down is even worse.

Things got to the point where we didn't know where our next meal would come from. We had next to nothing for food in our apartment. I told my husband I was going to talk to our minister and see if he had any suggestions. My husband wasn't very happy with the suggestion because he didn't want the whole church to think he couldn't support our family. But I asked anyway.

Minister suggests Food Bank

The minister was able to help. He told me about the Food Bank in Fort Wayne. He said they could provide food for a family for a small period of time. I went down there with my husband and the minister that afternoon.

The volunteers at the Food Bank were very nice. Unlike all the other places we had been to, they didn't

make us feel like moochers. After they asked us how many were in our family and figured out what our needs would be, they gave us enough groceries for me to stretch into a week's worth of meals.

After using up those groceries, the volunteers explained that they were not equipped to feed us on a long-term basis. Our minister talked with them and they did help us for two more weeks because of our situation. One of the volunteers also suggested a place for my husband to try and apply for work.

That was kind of the breakthrough! He got the job! The wage was only \$6.50 an hour, but it was full-time and looked fairly secure. At least we could feed ourselves again. I kept finding a few part-time jobs, and then I got called back to try out for a job at AEECD. I made it through the classes and we are finally just starting to pull out of the hole we were in.

Donates to Food Bank

I know most everyone thinks they will never get as desperate as we were, but we didn't either. Once a week I take some things down to the Food Bank, and I intend to give during the upcoming drive here at GE June 13.

If more people donated food and money, the Food Bank would be able to give more often to needy people. They run entirely on donations.

Maybe your gift will help some other laid-off GE family. It might help out one of their friends, or it might even be you that needs it.

GE Food Drive set for June 13



Members of the planning committee for the June 13 Food Drive are (clockwise) Bill McShain, Motor Relations, John Pcolinski, STO Relations, Reverend Vernon Graham, Associated Churches, Reverend Melvin Phillips, Associated Churches, Jim Schmitt, IAM Lodge 70, Sandra Herbold, AEECD Relations and Clovis Linkous, Motor Technology. Mike Bultemeier, IUE Local 901, is not pictured.

This year's annual Fort Wayne GE Food Drive is scheduled for Friday, June 13. On this date, all Fort Wayne employees will be given the opportunity at the gates to donate cash or food to the Associated Churches Food Bank.

GE employees have been very generous contributors to the Food Bank

in the past few years, according to Reverend Melvin Phillips, Associated Churches director. GE people contributed a total of more than \$11,000 and 13,000 pounds of food in the 1983, '84 and '85 food drives.

Union and company officials have taken on the responsibility of plan-

ning and implementing the Food Drives each year. Mike Bultemeier, grievance representative for IUE Local 901, said the Food Drives started as a result of the flood of 1982.

"Reverend Phillips came in and told us about some of the people in the community who needed help after the flood. We probably weren't too aware of the hunger problem until that time. Now the flood is behind us, but there are still many people in Fort Wayne who genuinely need help," Bultemeier said.

"I urge all of our members to support the food drive to the degree that they can," he added. "I might point out that cash contributions go even further than food donations because the Associated Churches can buy in quantity at a lower cost."

Jim Schmitt, president of IAM Lodge 70, said he hopes GE people support the Food Drive this year as much as they have in past years.

"Without people like us, the Food Bank would have nothing to help people with.

"You have to realize that hunger is there. We all have been hearing about how good it is - that things are getting better in America. But Reverend Phillips can tell you that there are people without food in Fort Wayne. I feel it's our responsibility not to let them down."

Error discovered in Share Statement

An error has been discovered in the Personal Share Statements. It concerns benefits related to generic drugs.

Near the top of the second column - under the "When There Are Medical Expenses" portion - it incorrectly says that GE Comprehensive Medical Expense Insurance pays 100% for prescribed generic drugs. The plan pays 85%.

The improvement regarding drugs is the elimination of the deductible when a doctor's prescription is filled with a generic drug.

To make this correction on your statement, merely change the 100% to 85% - right after the words "Generic Drugs."

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer



General Electric News

MAY 22, 1986

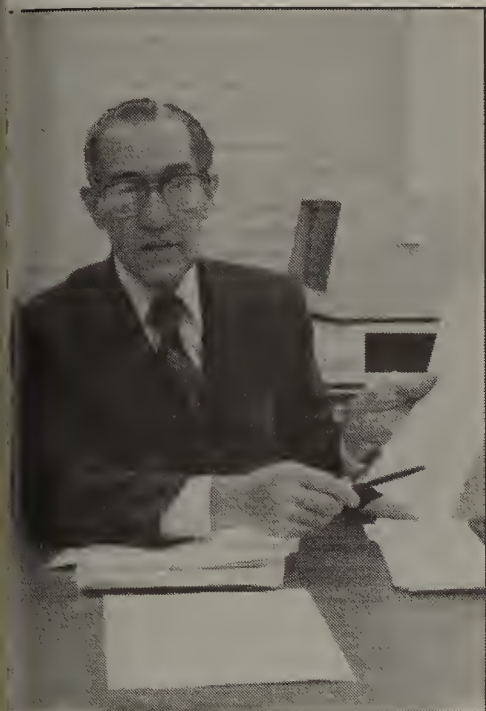
FORT WAYNE, INDIANA

VOLUME 68, NO. 18

**Brown bags on
Personal Share State-
ments to be held**

Page 4.

Callant: Emerson widens 'competitive gap'



Callant

Emerson Electric's labor costs were far below those of the Motor Business Group even before Emerson announced a pay cut for hourly employees in Russellville, Ky., according to Tom Callant, MBG compensation and health-care cost manager.

Prior to the cut, Callant estimated Russellville employees were receiving 30-35% less in pay and benefits than the MBG employees making the same product lines in Holland, Mich., and Scottsville, Ky. The Russellville employees will make roughly 35-40% less after the cut, Callant said.

Fort Wayne employees will be making approximately twice the total pay and benefits of the Russellville employees, according to Callant's estimates.

"Russellville is the second Emerson plant to take a pay cut that we know about, and there might be others," he noted. "Every time one of Emerson's plants takes a reduction in compensa-

tion, it widens the gap between their cost competitiveness and ours. It's a real blow to us when they accomplish a cost savings like the one in Russellville."

Global competitiveness the issue

Callant said Emerson is making the pay cuts to survive amid extreme price pressures in the motor industry brought about by increased competition from around the world.

"Global competition is as much an issue for Emerson as it is for us. Motor manufacturers from Japan, Taiwan, Korea, Germany and other places of the world are forcing Emerson and MBG to reduce costs wherever possible," he said.

MBG cost-cutting measures

Callant said cost-cutting measures in the Motor Business Group have included plant closings, consolidations, invest-

ments for improved quality and productivity, and reductions of hourly and salaried workers.

"We must continue to look at every option for cost reduction. Employees should constantly be on the lookout for opportunities to save.

"We're changing this business to an environment where people take more ownership in their jobs. That means each of us has increased responsibility for making sure we're working as effectively as possible," he said.

***'It's a blow to us when
they accomplish a cost
savings like the one in
Russellville.'***

What do you think about the Emerson pay cut?

Motor employees comment on last week's GE News article regarding an announced 7 percent pay cut for Emerson hourly employees in Russellville, Ky.



Marilyn Roth, mason winder, Building 4-6

"I'm concerned about companies cutting benefits and wages. If it happens there, will it happen here? "When some people see the GE News run an article like the one last week, they wonder if the same thing is going to happen here. However, I do think it's important that we keep informed on what the competition is doing.

"I believe our jobs are in jeopardy. We've got to keep emphasizing quality, and all of us are going to have to care more about our jobs. If we don't make a certain amount of profit, then we won't be here in the future.

"I thought it was fishy that the Emerson manager said management pay was confidential. If some of the people have to sacrifice, I think everyone should."



Callie Passwater, lead operator, Taylor Street

"You can't get customers with cheap labor. Quality is what counts. I don't just look at the price tag when I go to a store. The product has to be a good one. If it isn't quality, I won't buy it. I don't think our customers will buy Emerson products over ours just because they have cheap labor.

"We can cut costs in other areas, such as eliminating rework. We've got to have good materials and equipment so we can do things right the first time.

"Our management can reduce labor cost without reducing everybody's wages, by looking around and taking inventory of unnecessary positions."



Russell McCord, main line loader, Taylor Street

"Foreign companies are challenging everybody to cut cost. Some companies will succeed, and others won't. Some companies have the talent and the willingness to change, and some don't. This is going to separate the men from the boys, the wheat from the chaff.

"Russellville is a small community, like many others where Emerson plants are located. Those people would do anything to keep a good employer in town, including taking a wage cut. Their choice is 'take a pay cut or leave,' and then where would they go? It's a case of American workers sacrificing as a team.

"There are other ways of cutting cost though. For one, we can improve our quality. For another, I think we need to stop producing a lot of oddball motors. We're a large volume producer, and we're going to have to divest ourselves of the low-volume orders."

Lighting Liberty Truck picks up lights for Statue of Liberty

Employees of General Electric's Lighting Business Group in Cleveland and Ravenna, Ohio, gave a big send-off recently to the "Lighting Liberty Truck" which visited GE plants in the Midwest to pick up new lights and fixtures for the Statue of Liberty.

For more than a year, employees in several LBG plants have been producing lamps and fixtures that will light the exterior and interior of the statue for its centennial birthday celebration.

GE employees greeted the truck as it stopped to pick up the lamps and fixtures at Warren and Circleville, Ohio; Mattoon and Danville, Ill.; Hendersonville, N.C.; and Winchester, Va.

The truck's journey ended in New York City where a barge took it to Liberty Island. There it became a self-contained storage and work room for the electrical contractors during installation.

Tribute to employees

At the ceremony launching the Lighting Liberty tour, Ralph Ketchum, GE senior vice president and group executive of the Lighting Business Group, said, "Our employees are proud to have helped in the relighting of America's symbol of liberty. As the early technology leader, GE first lighted the statue in 1916. Now we offer



In front of television and newspaper cameras, Ravenna, Ohio, Lamp Plant employees form a human chain to load a box of lamps onto the "Lighting Liberty Truck." General Electric's Lighting Business Group donated all the lamps and fixtures to relight the Statue of Liberty for its centennial birthday.

advanced technologies and a variety of lamp types which were not available when GE first lighted Lady Liberty."

Ketchum said the Lighting Liberty tour "is a tribute to the involvement and enthusiasm of Lighting Business

Group people over the 1-1/2 years, as they designed and manufactured fixtures and lamps which would light the statue for her centennial celebration."

GE support could reach \$1 million

The General Electric Foundation,

an independent trust funded solely GE, has made an initial \$250,000 grant to underwrite the cost of installing exterior lighting for the statue. Currently, the GE Foundation is matching GE employee and retiree gifts to \$250,000. As a result, the Statue Liberty-Ellis Island Foundation could receive as much as \$750,000 in contributions from employees, retirees and the GE Foundation.

By July 1986, the Lighting Business Group's donation of lamps, fixtures and technical expertise, together with the GE Foundation and employee/retiree contributions, could bring the total gift to the Statue of Liberty-Ellis Island restoration to nearly \$1 million.

Contributions still being matched

Gloria Smith, Relations secretary in Building 18-3, said General Electric employees who have not contributed to the GE Foundation gift-matching program for the restoration project may still do so.

The GE Foundation will match employee and retiree contributions of at least \$15 to a maximum of \$500 per donor. Brochures explaining the program and containing a pre-addressed envelope for mailing contributions may be picked up from Smith in Building 18-3.

Monday is paid holiday

Fort Wayne employees are reminded to take a day off! This coming Monday is one of ten paid holidays negotiated with unions in 1985.

A note for runners

GE runners who would like to be kept posted on corporate team running activities within GE and around the country should send their name and company mailing address to: Jack Berkery, GE Corp. R&D Center, Building 37, Room 363, 1 River Road, Schenectady, NY 12345.

Summer golf scramble set

The GE Club Golf League Summer Florida Scramble is scheduled for July 5 at the Fairview Golf Course, starting time 8 a.m. Entry Fee will be \$2.50 per person (four on a team). Tee times will be listed at a later date. Those who would like to participate should send their entry fee and form to Lynn Bradtmueller, Building 4-2, by June 25.

Entry Form - July 5 Florida Scramble
Players name _____ 9 hole ave. score
(not handicap)

1. _____
2. _____
3. _____
4. _____

Entry fee is \$10 per team. Send entry fee and form to Lynn Bradtmueller, Building 4-2, by June 25. For more information, call Ext. 3703.

GE executive urges commitment to interest youth in science careers

A strong U.S. commitment is needed to "ignite the spark of excitement that will draw more of our brightest young men and women into careers in science, engineering and mathematics."

So said Roland Schmitt, GE's senior vice president in charge of corporate research and development, during National Science Week observed May 11-18.

The week is observed annually to make Americans - especially young students - more aware of the key roles that science, mathematics and engineering play in the quality of life and in the nation's ability to compete economically.

Creating excitement

"National Science Week is a step toward creating excitement and showing young people the challenging opportunities that exist in technical careers - whether developing automated factories that will help the nation meet and beat foreign competition or working out the computer programs needed to orbit a large space station around the earth," Schmitt said.

The GE research director stressed that Science Week isn't just aimed at the handful of students who will pursue technical careers.

Technically literate

"In today's fast-changing world - where you can find microcomputers under the hoods of cars and in refrigerators and dishwashers - you need to be technically literate. This holds true whatever your career, from nursing to teaching, from accounting to zoo-keeping," he emphasized.

Schmitt added that "you also need to be technically literate when you enter the voting booth. All levels of government are increasingly faced with decisions about whether to take advantage of the opportunities that science and technology open up - in medicine, education, communications, defense, energy, just to name a few."

National Science Week is coordinated by the National Science Foundation. Schmitt is chairman of the National Science Board, the NSF's policy-making board. The General Electric Foundation is a sponsor of the observance.

HELP!

...the needy in Fort Wayne
Contribute
Non-perishable food
or cash

Collection at all plant gates

Friday, JUNE 13

General Electric Food Drive for the Associated Churches

GE NEWSLINE

Brown Boveri suffering from drought of power-equipment orders.

ZURICH - Brown Boveri Company of Switzerland, a competitor of MBG and several other GE businesses, has reported a sharp drop in profits and, for the first time 48 years, has skipped dividend payment. A major reorganization and cost-cutting program planned.

Fritz Leutwiler, BBC's chief executive officer, pointed out the company has "one substantial, fundamental, structural problem - low demand for power generation and distribution."

He said, "Demand should pick up in the early 1990s, but now there is over-capacity and intense competition to produce this equipment. The main question for the whole industry is how to survive the next five to ten years."

Leutwiler's answer to this question is to reduce BBC's dependence on building big power plants and move into related electronics fields. This strategy could mean that Brown Boveri will be competing against even more GE business lines.

Ending production of closed-circuit TV cameras

OWENSBORO, Ky. - GE's Micro-wave Products Department is discontinuing production of closed-circuit television cameras used for security purposes in banks, stores, and businesses. The decision came after sev-

eral years of declining sales.

About 20 jobs are expected to be eliminated in Owensboro. It's hoped affected employees can be placed on other GE jobs.

GE increases its share of Japanese joint venture

MILWAUKEE - GE's Medical Systems Group and Yokogawa Electric Works of Japan (YEW) have completed an agreement to increase GE's stake in a Japanese joint venture owned by two firms.

GE's share in Yokogawa Medical Systems Ltd. (YMS), a producer of advanced diagnostic imaging products,

will rise from 51% to 75%. YMS was formed in 1982 to consolidate YEW's emerging activities in medical technology with those of GE.

To enhance both companies' global competitiveness, the agreement also provides for increased collaboration between GE and YEW on new business opportunities.

United Technologies continues plan to sell off its operations

HARTFORD, Conn. - United Technologies Corp. plans to continue to sell off operations and businesses it finds less profitable. Robert Daniell, UTC's chief executive officer, said this recently at the company's annual meeting of share owners.

In 1985, UTC ended the semiconductor business run by its Mostek

subsidiary and sold its telecommunications and Inmont ink and paint businesses.

"In 1986, we are continuing to cull operations, products and services that no longer fit our needs, but that process will be less dramatic," Daniell said.

Adlets

FOR SALE

CHEVROLET NOVA, 6 cyl, 3 spd, must sell, \$500 or best offer. 485-8661.

CUTLASS CIERA BROUGHAM, ex. cond., 40,000 miles, pwr widows, locks, seats. 456-2305.

CAMARO, ps, pb, 350, auto, AM/cass., 5 extra tires, manuals. 489-6295.

KAWASAKI 100 KM, good cond., licensable trail bike, \$300 or best offer. 432-7927.

GARAGE SALE, Fri & Sat., May 23 & 24, 9-5 p.m., 4407 Wilmette St.

CARRIER TRAVEL TRAILER, 26', appls., awning, jacks. 747-6326.

FORD F100, 6 cyl., AT, ps, running bds, no rust, ex. cond., cap incl, high miles, \$2,895. 432-3844.

AIR CONDITIONERS, 2:220V w-gas htr, new, \$250 each - less than 1/2 price. 426-4485.

FORD TRUCK, F150, w-cap, low miles, call aft. 4 p.m. 747-1387.

TY LOT, 105'x150', beautiful, util., fruit, shrubs, grapes, zoned for three home sites, \$9,500. 456-8930.

MOBILE HOME & LOT, Venice Bay Adult Park, FL, 10'x50', Sabre, scrnd porch, shed, fruit trees, car port, \$19,900. 489-3006.

SNOW TIRES, 2, 8.50x14, good cond., \$15. 432-3274.

RENAULT FUEGO TURBO, 5 spd, air, stereo tape, ex. cond., \$4,500. 747-0241.

RENAULT, 2 dr., 4 spd., air, rear defog, recl. seat, nice. 747-0844.

SUZUKI GS 1100, many extras, must sell. 484-1646.

SPEED BICYCLE, \$35 as is. 745-5230.

BIRBY SWEEPER & ATTACHMENTS. 744-3199.

VEROOR YEAR-ROUND COTTAGE, furn., Hamilton Lake, \$15,000. 483-7278.

NE TON CHEV. PICKUP, crew cab, duals, 35,000 miles, mint cond. 747-5463.

JUNK BEDS & MATTRESSES, very strong, ex. cond., \$75. 484-9212.

FORD CONV. VAN, 351, all pwr, tilt, cruise, very clean. 693-9717.

JEEP CJ7, stk trans., 4 whl drive, 6 cyl., good cond. 1-691-2428.

COUGAR XR-7, 50,800 miles, V-8, ex. cond., \$3,500. 456-5051.

BUICK LESABRE, 90,000 miles, auto, air, 4 dr., V8, ex. cond., one owner, make offer. 623-6509.

CABINET, beautiful, \$25, w25" repairable color TV. 745-2863.

LADY'S 14K GOLD DIAMOND & RUBIES WEDDING RING SET, sz. 7-1/2, appraised \$895, asking \$450. 432-9397.

GILSON GARDEN TILLER, 5 HP, like new. 432-3883.

GRAVE LOT, Prairie Grove Cemetery. 432-3703.

1.7 CU. FT. REFRIGERATORS, 2, ideal for students. 493-1431.

'82 JAYCO JAYDOVE FOLD DOWN CAMPER, slps 8. 747-2641.

'74 HOLIDAY TRAVEL TRAILER, 26', slps 6, rear batt., ex. cond. 623-6302.

ALUMINUM STORM DOOR, 6'8"x2'8", \$10; antique stove, make offer. 484-5743.

TWIN MATTRESS & SPRINGS, ex. cond., \$25 ea.; freezer, like new, 12'. 484-5743.

ANTIQUES: china cabinet, oak desk, floor & tbl lamps, glassware, convtbl tbl, couch. 426-3774.

GARAGE SALE, May 30-31, 9-5 p.m., 3018 Thompson, doors, cupboards, pint jars, clothes, misc.

LUGGAGE, 2 sets: Samsonite, 2 pcs.; Hartman, 3 pcs. 432-3060.

TRS 80 MODEL III COMPUTER, \$350, Steve. 1-419-542-6427.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

In memory

John A. Kennell, Albion, died April 17. He retired from GE in 1970.

Charles K. Winans, 7555 Decatur Rd., died April 19. He retired from GE in 1964.

Robert V. Pfelffer, New Haven, died May 6. He retired from GE in 1982.

Venus M. Fann, 3109 Winter Street, died May 7. She retired from GE in 1969.

Crayton A. Grubb, Bluffton, died May 10. He retired from GE in 1965.

Dora E. Gebhart, 2828 Thompson Avenue, died May 11. She retired from GE in 1965.

WANTED

RHUBARB & FOLDING CHAIRS; radial tires, 15", GM. 432-3305.

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

SERVICE

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

CONTINUOUS GUTTER & SIDING, free estimate. 627-2858.

SWEETCAKES THE MAGIC CLOWN - OR GORILLA, balloons, flowers, candy, all occasions. 745-1545.

Elex calendar - June

- 2 Installation Banquet - Invitation only. Lester's, 1502 Bluffton Rd., 6:00 p.m., Social Gathering, 6:30 p.m. Dinner.
- 2 Partizan Board Meeting, 11:30 a.m., MCL Cafeteria, Southtown Mall.
- 5 Second shift Executive Board Banquet, 11:30 a.m., Lambro's 303 East Tillman Rd.
- 5 Pen El Board Meeting, 12 Noon, Hobby Rnach House North.
- 9 1986 Joint Board meeting, 5 p.m. Cocktails, 6:00 p.m. Potluck Dinner, 7:00 p.m. Business Meeting, Fred Eckart's house,

Golf

Low Gross Scores - Jerry Gottschalk, 36; Lynn Bradtmueller, Roy Brokaw, 37; Bill Green, 38; Denny Erxleben, Eben Cobb, 39.

Low Net Score - Roy Brokaw, Tom Jones, Jerry Gottschalk, N. Shimer, 33.

Low Putts - Steve Campbell, Don Shafer, Ralph Buckmaster, 14.

Most Under Average - Denny Erxleben, 6.4.

Birdies - Lynn Bradtmueller, 3; Bill Green, Jerry Gottschalk, 2; Dean Rodenbeck, Bill Sutton, Garry Pickett, Stan Reidenbach, Bob King, C. Murphy, Steve McBride, V. Hiatt, Tom Jones, Eben Cobb, Denny Erxleben, Larry Phillips, Len Wilson, Steve Campbell, Don Shafer, 1.

- 6208 Highgate Place.
- 11 Pen El Picnic, 11:30 a.m., Lakeside Park.
- 13 Quintus Board Meeting, 9:00 a.m., Richard's Restaurant, Paulding Rd.
- 17 Partizan Picnic, 12 Noon, Lakeside Park.
- 18 El Par Chapter Meeting, 11:30 a.m., Heritage House Smorgasbord, 4747 Lima Rd.
- 20 Quintus Social Meeting, 1:00 p.m., Shawnee Branch Library, 5600 Noll Avenue.
- 23 Honorettes Chapter Meeting, 1:00 p.m., Salem United Church of Christ, 2401 Lake Avenue.

*** ADLETS**

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Makes comments at production meeting

Howard Marsh: GE jobs are worth keeping

When Howard Marsh retires June 30, there are a few things he'd like his friends at GE to keep in mind. The motor repairman in Building 6-2 talked about these matters at a recent group meeting.

"In a nutshell, I told everyone that GE is a good place to work and that their jobs are worth keeping," he recalled.

Marsh said he was motivated to make the comments after reviewing his pension estimate in the benefits office.

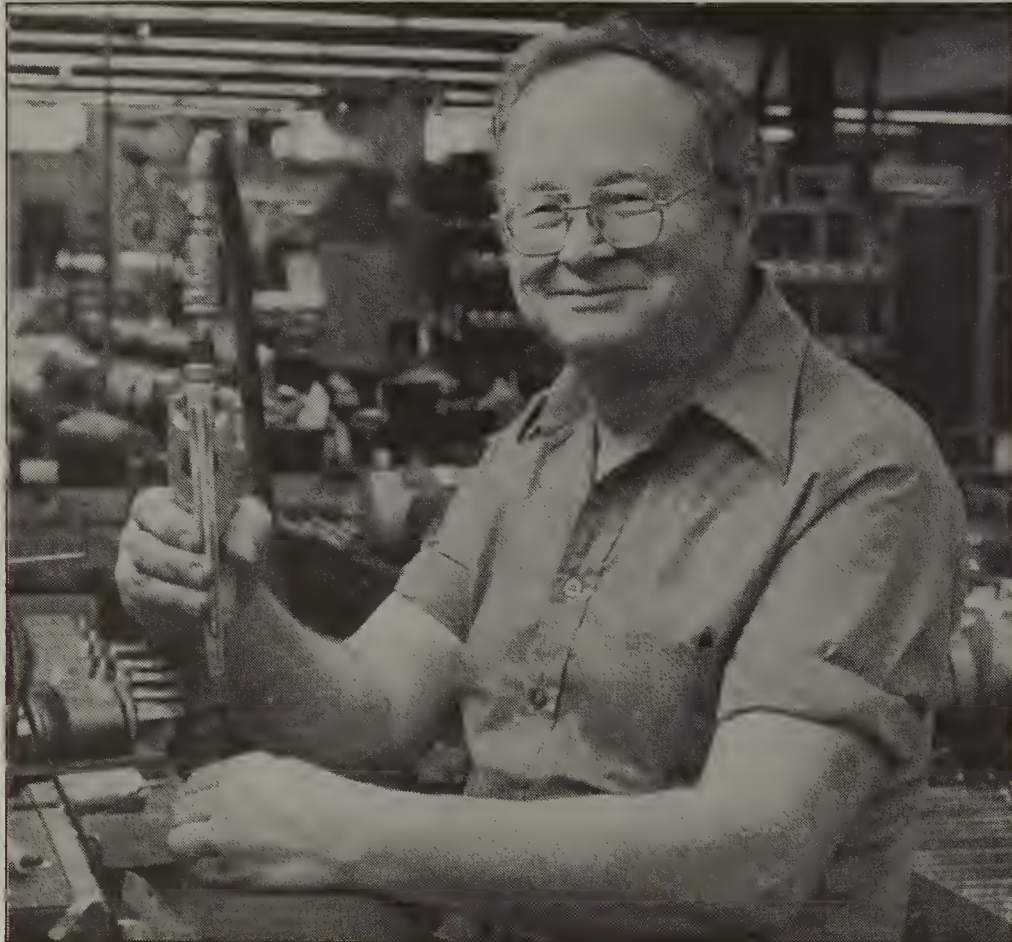
"I was surprised when I saw my pension benefits. It made me realize how fortunate I am to work here," he said.

"GE has been good to me. My wife worked outside the home just a few years, and we've owned two properties and nice cars on my wages and managed to save for a very comfortable retirement.

"The insurance, the vacation time, and the pay raises have been better than most places offer. And the Savings & Security Program is just fabulous. With the company matching my savings, we have quite a bit more than we would have had otherwise. All these things are incentives to stay here," Marsh said.

Supports self-directed workforce

Marsh said he urged the employees in the group meeting to support



Howard Marsh, Building 6-2, was surprised when he saw his pension benefits.

the self-directed workforce.

"The company has told us that making this thing work is the only way to keep our jobs. So I say 'go for it!'"

"It's going to mean that people will have to make changes. Sometimes change is good, sometimes it's bad. But if it saves your job, then you ought

to try it," he said.

The self-directed workforce is catching on in Building 6-2, he noted. "It's different, that's for sure. There are some problems - they said there would be - but we're working them out."

Attitudes are the key ingredient making the self-directed workforce successful, according to Marsh.

"It's hard for some people to see the need for change. The way they figure it, 'we've made good money and benefits the old way, so why do we have to change things?'"

"But it's like they told us in the first meeting we had on the self-directed workforce: Things are different now than they used to be. The company has to get its costs down.

"Other companies are making it work, so we should be able to," he said.

For his friends

Marsh said he made the comments in the group meeting for his friends. "The younger people should realize that they have a good thing here at GE. I'd like to see them keep their jobs so they can meet retirement the same way I'm going to.

"I know a lot of people have complaints. Sure, the company has made mistakes, and some of the complaints are legitimate. But it's not as bad as it seems. Sometimes you just have to stop and think how fortunate you are," Marsh said.

Latest pension update not shown on statement

"When reviewing your Personal Share Statement, bear in mind that the estimated pension amounts are based on the status as of Dec. 31, 1985," says John Peirce, Motor plant relations manager.

On Jan. 1, 1986, a change in the formula for calculating "career-

average" pensions went into effect. The information needed to calculate possible increases in the estimated pensions was not available when the statements were prepared, Peirce noted.

"This Jan. 1 improvement in the GE Pension Plan will increase the pen-

sions primarily of longer-service employees whose earnings throughout their GE careers entitle them to pensions higher than what's shown in the table of guaranteed pensions," said Peirce. "Their pension credits weren't increased by last year's improvements in the guaranteed-pension table."

He said any effect the new career average formula might have on pensions will be included in next year's Personal Share Statement.

Complete information about the career average formula for calculating pensions is in employee benefit booklets.

Peirce to hold brown bags on Personal Share Statements

Motor employees who received their Personal Share Statement last week will be given the opportunity to ask questions about it at a series of brown-bag sessions.

John Peirce, Motor plant relations manager, will lead the sessions and answer questions on the following dates:

Friday, May 23, 11:20 a.m. and noon, in the 18-1 Conference Room.

Wednesday, May 28, 11:20 a.m. and noon, in the 18-1 Conference Room.

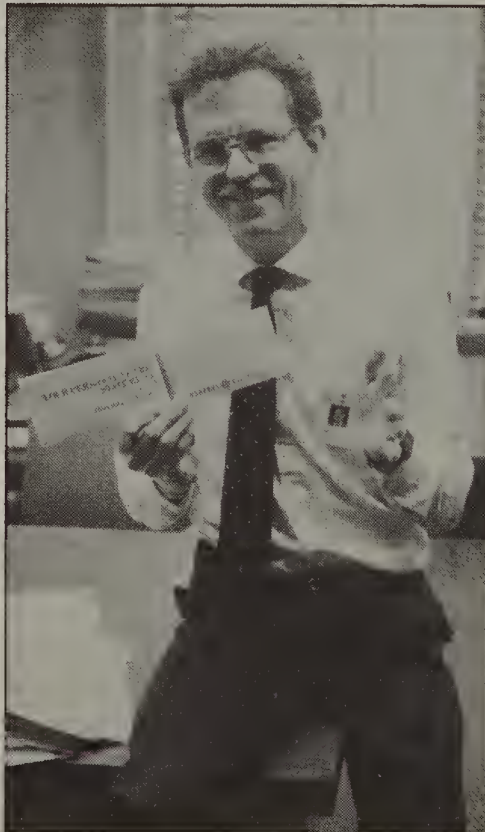
Thursday, May 29, 11 a.m. and noon, in the Taylor Street Section 14 Conference Room.

Friday, May 30, 11:20 a.m. and noon, in the 18-1 Conference Room.

Wednesday, June 4, 11 a.m. and noon, Taylor Street Section 14 Conference Room.

Thursday, June 5, 11 a.m. and noon, Taylor Street Section 14 Conference Room.

Motor and Transformer employees should have received their statements by now. Transformer employees will be advised of meeting times for their location.



Peirce holds his copy of the PSS.

April S&SP Report

Here are the prices used to credit Savings & Security Program accounts in April.

GE Stock, \$77.403; S&S Mutual Fund, \$40.995; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10; and LT Fund \$12.53.

Year-to-date annual income rate for HP Fund was 13.7% for 1983 investments, 13.2% for '84, 12.9% for '85, and 10.5% for '86.

LT Fund's YTD annual reinvestment income rate was 10.2%; and for the Money Market Fund, 8.0%.

General Electric News

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

GENERAL  ELECTRIC

Manager
Bill McShain

Editor
Vance Meyer

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

MAY 29, 1986

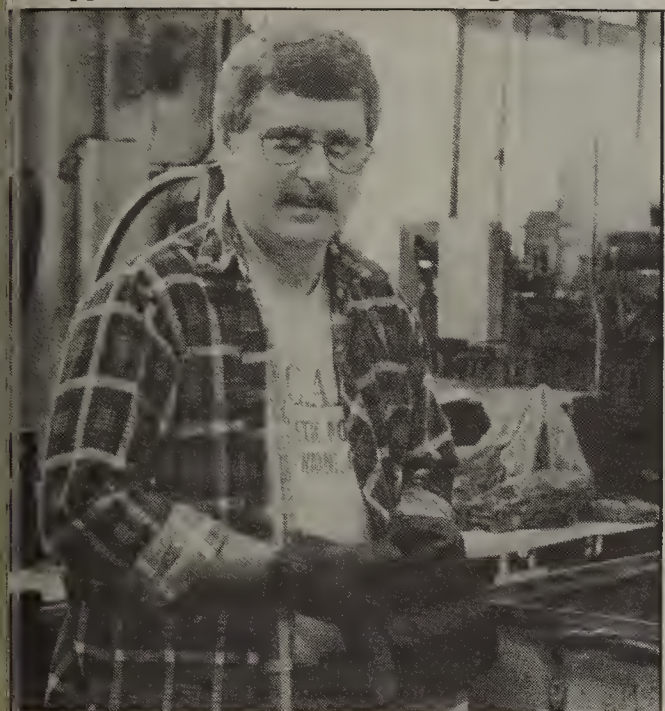
FORT WAYNE, INDIANA

VOLUME 68, NO. 19

Employees say 'it's good to be back'

Roger Hendrickson and Ken Fell agree it's good to be back at GE. The Motor Production employees were called back from layoff two weeks ago.

"I appreciate GE more after seeing what other



Hendrickson

places offer," said Hendrickson, a stockkeeper's helper in Building 4-3. "It's tough out there. Good jobs are hard to find."

He was laid off in November 1984 and went to work as a part-time mechanic at the Armory two weeks later. His National Guard service while working at GE helped him get a foot in the door for his position. The job was only supposed to last two months but wound up lasting six. The pay was \$5.95 per hour with no benefits.

Checked several places

"I checked out several places. But believe it or not, \$5.95 per hour is big-time pay out there," he commented. Hendrickson said the Armory job gave him about \$14 per week to provide for his family of five.

"I just kept saying 'I'm a survivor' in the back of my head. I knew things would get better sometime. The Lord took care of me and made sure my needs were met."

After the Armory job, Hendrickson depended on unemployment compensation and Income Extension Aid. His unemployment would have stopped in December, but it was extended because he had worked as a federal employee. The unemployment would have run out last week had he not been called back to work. And his IEA benefits ran out last January.

Hendrickson said benefits and cost of living has much improved since he left.

"People's attitudes are much better too," he commented. "I notice more people are into their work and trying harder to keep their jobs. And the foremen are listening more. It seems like management is working harder to work with everyone."

Although he hasn't been back long enough to know a great deal about the self-directed workforce, Hendrickson said, "If it's going to help keep jobs here, I think it's worth it."

Fell returns after two years

Ken Fell, a die cast operator in Building 4-3, tried a few jobs during his two-year layoff.

"After my unemployment ran out, I went to work for a furniture factory. The pay was \$5 an hour, and the insurance was lousy.

"The work conditions were terrible too. For instance, there was mandatory overtime. The boss could walk up to you at the end of the day and say he needed you to work overtime, and you had no choice - It didn't matter if you had plans with your wife or anything.

"Then I went to work for a tool and engineering company. But it wasn't much better. The pay was \$6.65 an hour, and the family insurance cost \$22 a week with a \$250 deductible for any kind of medical expense.

"My last job was with a landscaping company - \$4 an hour, six days a week, mandatory overtime, and no insurance.

"Imagine trying to support two kids on that kind of money. We couldn't even afford to get sick. If it wasn't for my wife working minimum-wage jobs, we probably wouldn't have made it without other help," he said.

Appreciates GE

Fell said two years working at other places made him appreciate GE more.

"The money and insurance here is better than most places in the Fort Wayne area. You just have to be out there to believe what it's like.

"When Jack Hughes called from the GE Employment Office and asked if I would like to come back to work, I immediately said 'yes.' Jack said, 'but I haven't even told you what the job is yet.' Then I said, 'I don't care. Just tell me when to be there.'"

Fell said, "Doing a better job means more to me



Fell

now than it did before I was laid off. I had to work a lot harder for a lot less at the other places."

Share statement brown bag scheduled

Transformer and Motor employees located at West Broadway are invited to a brown-bag luncheon to discuss Personal Share Statements.

It will be Friday, June 6, from 11:40 a.m. to 12:05 p.m., in the 19-5 Conference Room (Room 509).

Participants should bring their Personal Share Statement copy.

GE/RCA merger approved by U.S. Justice Department

The proposed merger between GE and RCA passed another milestone May 21 when the U.S. Justice Department's antitrust division announced it will not block the transaction.

After a detailed analysis of all the markets in which the two companies compete, Justice officials decided the proposed merger presented a problem in only one relatively small line of business - the production and sale of silicon tubes. GE has agreed to divest its interest in that market within a short period of time.

Vidicon tubes are electronic tubes used in television cameras. They are one of the product lines manufactured by GE's Microwave Products Department in Owensboro, Ky. Fewer than 100 General Electric employees are involved in their production.

The Justice Department said this divestiture would remove all antitrust obstacles to the merger.

The GE/RCA merger still requires approval by the Federal Communications Commission for the transfer of broadcast and communication licenses.

Hourly, nonexempt-salaried pay rates to increase 3% June 30

Hourly and nonexempt-salaried pay rates in Fort Wayne GE businesses go up 3% on Monday, June 30, as a result of a general pay increase negotiated by the company and the union last summer.

For the first time in many years, the nation's inflation rate is so low that it doesn't trigger a cost-of-living adjustment (COLA) to accompany this general increase in GE pay rates.

From October 1985 through April 1986, the consumer price index for urban wage earners and clerical workers - known as CPI-W - decreased. This is the measurement period under GE's cost-of-living adjustment formula.

July's special payment

In July, some hourly and nonexempt-salaried employees may receive a special cash payment which will be in addition to the 3% increase. On June 30, the measurement period ends for the Special Wage or Salary Payment arrangement, and a balancing calcu-

lation will be made for all eligible employees. If a payment is due, it will be made July 18.

Here's the background on this Special Wage or Salary Payment:

On July 19, 1985, hourly and nonexempt-salaried employees received an advance payment which was equal to 3% of their projected straight-time earnings for the 12 months from July 1985 through June 1986.

This July, there will be an adjustment payment (or balancing payment) to any whose actual qualified earnings during the measurement period exceeded their projected earnings.

Eligible employees for this adjustment payment are those on the active payroll as of July 1, 1985 and those returning to active payroll during the measurement period of July 1, 1985 through June 30, 1986 with continuity of service unbroken.

More detailed information on the July payments will be provided later.

Doris Baldwin keeps busy at Food Bank

Doris Baldwin is one of the busiest Food Bank workers in Fort Wayne. She has given food to more than 791 families since January.

The Food Bank where she works is located in the East Wayne Street Center, a renovated church building which serves as a social-service agency for the most impoverished population in Fort Wayne.

"Our clients are from the inner city

"They're all with me," the woman replied.

Typical example

"That woman is typical of the people who use our Food Bank," Baldwin said. She probably has little income, if any, and is likely the sole supporter of her family. I sometimes wonder what happens to folks like her after they leave here."

Another walks in

Another woman walked in for food. She and her husband had just returned to Fort Wayne after living in Alabama for a few years. He had taken a new job here that wouldn't begin for another week.

Nervously the woman explained,

"We normally don't need this kind of help...But we've moved in with my aunt...She can't take care of all of us...And, like I say, we normally don't need this kind of help...But we need to get enough food to last us until my husband starts working next week."

"You would think this would be an unusual case," said Baldwin. "However, I see people in similar situations all the time. They need just enough food to get by until their condition improves."

Needs help

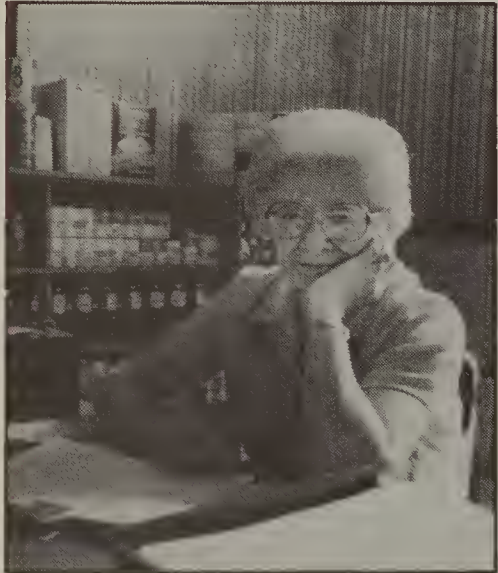
Baldwin said she would like to continue helping those who need food in Fort Wayne, but she needs help to do so.

"The need for food donations is

ongoing. As much as I try to regulate the amount of food I give to each family, I still run out frequently. Believe me, the need is there," she said.

Fort Wayne employees will have

**'Believe me
the need is
there.'**



Baldwin poses at her desk.

where unemployment is extremely high," Baldwin said. "Those who are physically able to work often lack the fundamental educational skills needed to get a job. Many have been left behind in our high-technology world."

As Baldwin spoke, a mother and her three children came in asking for food. Baldwin looked in her files to make sure the woman had not been served within the last three months (This limit is necessary to avoid serving people on a regular basis.) Then she asked the woman how many there were in her family.



Baldwin stands beside a new supply of food. "As much as I try to regulate the amount of food I give each family, I still run out frequently," she said.

the opportunity to contribute cash or food on Friday, June 13, at all plant gates.

More Gifts...More Givers matching available

Cash donations to the Associated Churches Food Bank have been approved for the GE Foundation's "More Gifts...More Givers" matching.

Employees who contribute \$15 or more to the Food Bank may have their contribution matched by completing and including a "More Gifts...More Givers" form with their personal check. The Associated Churches will then send the form to the Foundation for matching.

Forms are available from Gloria Smith, Building 18-1, and the AEECD Relations office.

More information on "More Gifts...More Givers" matching will be given later.

Adlets

FOR SALE

- '48 DODGE COUPE, 2 dr., 6 cyl.; '69 IH mail truck, 6 cyl., good runner. 447-4447.
- '76 NOVA, 3 spd, 6 cyl, good transportation, \$500 or best offer. 485-8661.
- '78 DATSUN B210 HATCHBACK, 4 spd., dependable, \$950. 432-9038.
- DINING TABLE w-4 chairs, pecan finish, good cond. 456-3227.
- BOY'S SCHWINN TORNADO DIRT BIKE, \$40. 749-8951.
- ANTIQUES: oak buffet, oak child's rocker, drop leaf table. 632-4733.
- MAPLE DINETTE CHAIRS, 4, good condition, \$20 each. 1-854-3007.
- '80 COUGAR XR-7, 50,800 miles, V-8, ex. cond., \$3,500. 456-5051.
- '70 BUICK 225, rough but cheap, good eng. & tires, \$250; 275 gal. fuel oil tank, cheap. 747-5958.
- 40 CHANNEL CB & ANTENNA, \$70; 12" color TV, \$50; Commodore printer 1526, \$100; hobby horse, \$25. 489-3755.
- '82 RENAULT FUEGO TURBO, 5 spd., air, stereo tape, ex. cond., \$45. 747-0241.
- '77 BUICK REGAL, 4 dr., 76,000 miles, runs good, 447-5789.
- '83 ROCKWOOD HARDTOP POP-UP CAMPER, slps 8, wardrobe, stv, sink, \$2,500. 744-2163.
- '82 MOBILE HOME, 14'x60', 3 bdrm., 1-1/2 baths, air. 1-543-2438.

'84 HARLEY SPORTSTER, red, nice, clean & well maintained w-extras, \$2,950. 1-419-749-2511.

APT. FURNITURE: air conditioner, dinette table & chairs, reasonable. 432-1672.

INDIAN SPRINGS CAMP GROUNDS, improved, shaded lot. 447-2280.

TIRES ON RIMS, 2, B78x13, \$12. 747-5487.

BENCH GRINDER, like new, \$35. 426-7094.

'82 COUPE DEVILLE, loaded, one owner, \$7,500. 637-5073.

TRS-80 COLOR COMPUTER, 16K, includes cassette & spreadsheet program, \$100. 485-6974.

MODERN MAID DROP-IN ELECTRIC COOK TOP, good cond., days. 428-4805.

WANTED

LARGE HAVAHART ANIMAL TRAP, for trapping groundhogs. 432-3703.

K-40 ANTENNA FOR CB CAR RADIO. 484-6526.

BOAT LIFT, 3800 lb. or larger, any condition. 1-457-2688.

EXERCISE BICYCLE; lake front cottage by the week. 483-0343.

LIONEL & AMERICAN FLYER TRAINS, any condition, 1-724-8011.

REFRIGERATOR in good condition. 747-4066.

STORAGE SPACE FOR AUTOMOBILE, year-round, no barns. 432-4914.

FOR RENT

ONE BEDROOM FURNISHED APT., two blks from GE. 745-3613.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW - picnics, reunions, clown car, live animals. 745-1545.

WILL BABYSIT FOR YOUR CHILDREN, days, near GE TS, excellent care will be given. 432-1607.

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

EXPERT PAINTING, experienced, free estimate. 432-3305.

ROOFING - repair or renew, free estimate. 747-5531.

CONCRETE CONSTRUCTION - repair/replacement. 456-1187.

*ADLETS GE NEWS - BLDG. 18-3 NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

JUNE 5, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 20

GENERAL PERIODICALS
NON-CIRCULATING

Rhoades speaks to sales engineers

Contemporary selling' requires stronger partnerships

"Contemporary selling" was the underlying theme of a recent International Sales Meeting held in Fort Wayne. And although contemporary selling may sound like just another buzzword used to motivate salespeople, Guy Rhoades, Component Sales Department general manager, says it's absolutely essential to helping our customers win and assuring our future success.

"You must be contemporary salespeople in this rapidly changing global business environment," he said to the 100 sales engineers and others in attendance. "This means going beyond the traditional customer/supplier relationship and becoming a long-term member of the customer's management team. It starts with knowing the customer's business as well as your own."

"You have to be completely current in all aspects of our customers' business environments, including their customers and competitors. This requires establishing a much stronger link to our customers' strategic planning and marketing operations and fully understanding the fundamental problems and issues within their businesses and markets," he stressed.

Take action

"Beyond just knowing our customers' environments, we must take actions to help them succeed in those environments," Rhoades told the attendees. "General Electric has countless non-product resources which are at your disposal. This capability needs to be more effectively shared with our customers. In short, become the customer's business partner."

Rhoades said the "partnership" approach to selling is being used by CSD sales engineers, and it is working with many customers. "But we need to expand the concept over a broader



Guy Rhoades speaks at the recent CSD International Sales Meeting.

number of customers," he emphasized.

Change is the cause

Rapid changes in the Motor industry on a world-wide basis have increased the importance of forming stronger partnerships with customers," Rhoades pointed out.

"Our customers' business challenges are becoming more difficult," he said. "They are confronted with all the same tough issues we're facing."

"An increasingly critical issue for our customers is the invasion of foreign products in the U.S. They must achieve new standards of productivity and cost reduction in order to compete on a global basis, and we have to help them."

"The penalty for not helping customers win will be extinction in the marketplace. If our customers lose, we lose - it's that simple. And you all know that means loss of jobs for you

and the people in our plants and offices," Rhoades commented.

Marketing and Sales changes

Changes in MBG's business environment have triggered organizational changes in Marketing and Sales, Rhoades said.

"As we see it today, Marketing's role is to devote attention to market-

'The penalty for not helping customers win will be extinction in the marketplace ...that means loss of jobs for you and the people in our plants and offices.'

specific activities, and Sales' role is to handle customer-specific activities.

"Marketing must concentrate on

issues from a strategic standpoint and fully understand all the dynamics in our markets and our customers' markets on a world-wide basis. This includes tasks such as strategic and product planning, long-range forecasting, competitive analysis, market pricing, advanced application engineering, investment program priorities, integration of all business activities to meet operating goals, and basically being the business managers for MBG.

"At the same time, CSD has to focus more sharply on customer-related activities. In the process, CSD is picking up a number of functions that were formerly done by Marketing. These functions include application engineering, non-routine pricing, advertising and sales promotion programs, international sales, focusing company resources, major negotiations, executive relations and short-range forecasting.

"In addition, CSD's newly formed Customer Service Operation is assuming responsibilities from other functions, such as stock inventory, transportation and warehousing, factory order service and product service," Rhoades said.

"It's a new world for us," he told the sales engineers. "But all of these changes are necessary to assure our business has a healthy future."

"Walk around our plants and you will see you aren't the only ones being asked to make changes. Introduction of the self-directed workforce, Excellence Through Quality and continuation of cost-reduction measures are creating a lot of changes in our plants and offices."

"It's your responsibility to make sure these efforts have the end result of growing our business, which is necessary to preserve your jobs and the jobs of other Motor Business employees."

A.O. Smith completes purchase of Westinghouse small motors

A.O. Smith Corporation recently completed purchase of Westinghouse Electric Corporation's small motor business, according to an article in the *The Advocate*, Mt. Sterling, Ky.

The purchase makes A.O. Smith one of the largest U.S. suppliers of fractional horsepower motors.

The article said the two companies announced they had reached an agreement in principle on Feb. 25, subject to further discussions and regulatory review.

Thomas I. Dolan, A.O. Smith's chairman and chief executive officer, was quoted as saying "The purchase of the Westinghouse small motor business gives A.O. Smith additional technical and marketing resources in this highly competitive market where we already have a substantial position."

Combine expertise

"We now will be able to offer customers additional capability by combining the expertise and knowledge

of both organizations," added Dolan.

Stronger MBG competition

Gene Andert, specialist-sales planning for the Components Sales Department, said the purchase makes A.O. Smith a much stronger competitor of the Motor Business in the fractional horsepower lines.

According to the article, the purchase agreement includes the Westinghouse manufacturing operations in Upper Sandusky, Ohio; Union

City, Ind.; Juarez, Mexico; and the division headquarters in Lima, Ohio. Also included is the small-motor product line manufactured in the Westinghouse Bellefontaine, Ohio plant. This line is in the process of being moved to other Westinghouse Small Motor Division locations.

A.O. Smith has motor plants in Tipp City, Ohio; Mount Sterling, Ky.; Mebane, N.C.; Irvine, Calif.; Hamilton, Ontario, Canada; Bray, Ire.; and Acuna and Juarez, Mexico.

Gate-check policy requires employee cooperation



Doug Imbody, group leader in the Motor Finance Operation, shows Johnnie Foster, plant protection officer, the contents of his briefcase.

Because of several incidents involving security measures recently, employees are reminded of the company gate-check policy which has been in effect for many years.

Plant protection officers are responsible for conducting random checks of vehicles, briefcases and lunch boxes.

"In effect, plant protection officers are implementing a management policy," said Bill McShain, manager of union relations. "It is important for employees to cooperate with the officers at these gate checks. Failure to do so will lead to disciplinary action up to and including discharge."

McShain said employees who have a problem with the implementation of security policies should discuss the matter with their supervisor, steward or plant Employee Relations manager.

"However, any problem - real or perceived - does not provide a satisfactory reason for failing to cooperate with plant security," added McShain.

The gate-check policy for persons entering or leaving the plants is as follows:

- Random checks may be made by security officers of such personal items as lunch boxes and briefcases. Unusual packages, such as shopping bags, boxes and coolers, may be checked in every case.
- Personal vehicles leaving from inside gate areas also will be subject to random checks. Security officers may inspect trunks and glove compartments.
- GE's policy is that no one will be singled out. Except for unusual packages, inspections will be on a random basis.

Fred Holt dies at 73

Fred Holt, vice president and general manager of the Motor Business from 1967 until his retirement in 1978, passed away unexpectedly Tuesday, May 27. Holt was 73. He is survived by his wife Dorothy and three children.

A memorial fund is being established. Checks made out to General Electric Holt Memorial may be forwarded to Bill McShain, Building 18-3. A single contribution will be made to a charity to be designated by the Holt family.



Holt

Apprentice Alumni outing set

The Apprentice Alumni Association is having a pig roast for their 1986 "Alumni Days."

The pig roast will be held at Sycamore Grove on Wednesday, June 18. A social hour will start at 5:30 p.m., and dinner will begin at 6:30 p.m.

All graduates Invited

All Apprentice School graduates, including non-members of the association, are welcome. Reservations can be made through contact persons or by calling Doug Schaefer, Ext. 2049 or 744-1718.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schille; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

8 run for GE Club offices; ballots due June 20

GE Club members will elect two officers for two-year terms and one director for a three-year term this month. Every GE employee in Fort Wayne and retiree is a member of the GE Club and entitled to one vote in the

annual election. Running for president are Phillip Herrick, Building 19-2, and Larry Johnson, AEECD. The president is responsible to the board for the administration of the Club's affairs and

the promotion of the club's interests and presides at board meetings.

Running for second vice president are Dennis Sherman, Building 19-2, and Helen Thieme, retired. The second vice president takes over in the absence of the president or the first vice president.

One director position is open this year. Candidates are Jerry Goeglein, Building 4-6, Richard Pence, Taylor Street, Michael Holbrook, Building

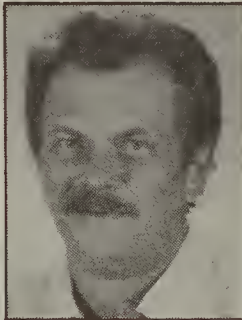
18-3, and Stanley Reidenbach, Building 26-4. Directors serve as advisors and governors of the Club.

The ballot accompanying this article is for use by retirees. It is due June 20. The mailing address is: GE Club Ballot, Building 21, General Electric Co., 1635 Broadway, PO Box 2204, Fort Wayne IN 46801-2204. Active employees will receive a ballot with their paycheck during fiscal week 24. An internal mailing address will be included on the ballot.

President



P. Herrick



L. Johnson



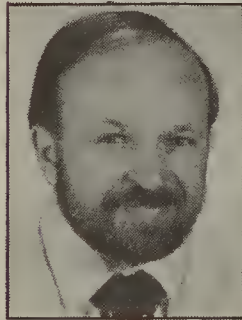
D. Sherman



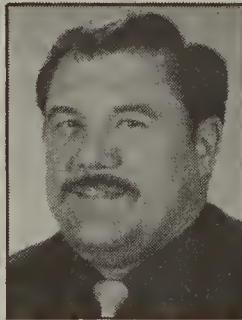
H. Thieme

Second Vice President

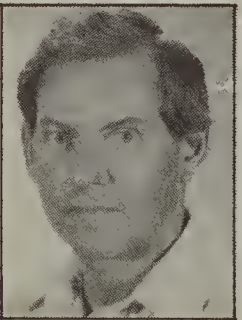
Director



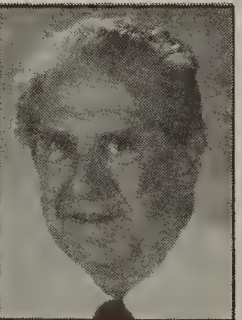
J. Goeglein



M. Holbrook



R. Pence



S. Reidenbach

GE Club Election Ballot

(Ballot for retirees only)

President (Vote for 1)

- ☐ Phillip Herrick
- ☐ Larry Johnson

2nd Vice President (Vote for 1)

- ☐ Dennis Sherman
- ☐ Helen Thieme

Director (Vote for 1)

- ☐ Jerry Goeglein
- ☐ Richard Pence
- ☐ Michael Holbrook
- ☐ Stanley Reidenbach

Ballots must be returned by Friday, June 20, to the address in the story above.

Elex Club Baseball trip planned

The Elex Club is sponsoring a trip to Cincinnati, Ohio, to see the Cincinnati Reds play the Chicago Cubs September 6.

The trip costs \$45 for Elex members and \$47 for non-members. It includes Elex motorcoach transportation, baseball game ticket for the Green Plaza section of Riverfront Stadium, clubhouse admission for thoroughbred racing at Latonia Race Track and

lunch in the clubhouse. Participants will eat dinner at Florence Mall at their own expense. Departure time is 6:45 a.m. from the Lindley Street parking lot. Return time is 12:30 a.m. Reservation deadline is Aug. 1, but space is limited. To make reservations, submit the following coupon and payment with self-addressed stamped envelope to Citizens Concerned, Inc., 233 West Main Street, Fort Wayne, IN 46802.

ELEX REDS / CUBS GAME

Name _____

Address _____

City/State _____

Phone _____ Zip _____

TO MAKE RESERVATIONS: SUBMIT COUPON AND PAYMENT WITH SELF-ADDRESSED STAMPED ENVELOPE TO THE ADDRESS ABOVE.

RELEASE FROM LIABILITY: In consideration of the services provided by the Travel Service of Citizens Concerned for the Senior Center, Inc., I do hereby release that organization from all liability for accident, injury, damage or loss which I may sustain as a participant in this tour.

Signature of each participant



Seven receive patent awards

Seven MBG engineers recently received patent awards from Bill Ehner, Technology manager. They are (from left) Harold Harms, Ed Fisher, Pete Lytle, Phil Herrick, Kevin Truelove, Ehner, Dan Ewing and Floyd Wright.

Adlets

FOR SALE

REDWOOD PATIO SET w-UMBRELLA. 428-2677.

RIENS GARDEN TILLER - 4 hp, ex. condition, \$150. 672-3447.

NGLE BED, Hollywood style, spring & mattress, \$65. 432-3274.

HONDA CB400T MOTORCYCLE, w-quick-silver fairing & silversound, new tire & batt., \$600. 489-2767.

EVEN PIECE PATIO SET, new, orig. price, \$299.95. 456-3265.

CUTLASS CALAIS, ex. cond., V-8, T-top, air, mag whls, new tires. 432-3235.

DATSUN B210 HATCHBACK, 4 spd., dependable, \$850. 432-9038.

OLDS CUTLASS BRGHM, V8, air, pwr, ex. condition. 422-9655.

MERCURY CAPRI TURBO, 4 spd. manual, 2 dr., good condition, reasonable. 422-7152.

CHENAIRE 36" RANGE HOOD VARIABLE SPEED FAN, \$25. 484-0107.

XS650 YAMAHA, good condition, 16,600 miles, \$350, firm. 493-6166.

BOMBERBASS BOAT, 14', 50 HP Mariner thruster tolling mtr, trlr, cover, many extras, \$5,500. 486-1293.

PLOG SPLITTER, 24" hydraulic, like new, \$775. 693-2814.

DIES' DRESSES, sz. 14, \$8 ea.; men's suit jackets, sz. 40, \$25; CB 40 ch & antenna, \$70. 489-3755.

KAWASAKI KM100, very good cond., trail or street, \$350 or best offer. 432-7927.

JOHNSON 7.5 OUTBOARD MOTOR, new coils \$200. 693-9809.

'71 FORD MAVERICK, 302, V-8, all or parts, \$125. 639-6447.

WOMEN'S SHOES, sz. 8-1/2 narrow, high & low heels. 432-3741.

SEARS UPRIGHT FREEZER, 12 cu. ft., ex. cond., \$200. 693-2351.

TRAIN LAYOUT, 4x8, engine & 15 cars, trans. & a few acces.; beer can collection, eves. 632-4265.

'77 FORD TRUCK, 8 cyl., auto, pb, ps, tall cap, good cond., 54,000 miles, \$2,000. 426-3251.

ANTIQUE OAK BUFFET; antique potbelly stove. 632-4733.

MEDITERRANEAN-STYLE COFFEE TABLE, ex. condition. 484-4827.

'80 COUGAR XR-7, V-8, 50,800 miles, recond., ex. condition, \$3,500. 456-5051.

8,000 BTU AIR CONDITIONER, 110V, works good, \$60. 483-4652.

23' TRAILER, Diamond Lake. 432-3374.

KENMORE SEWING MACHINE, & access., ex. condition. 747-0846.

WOOD EXTENSION LADDER, \$75; Hirsch saw table, \$20. 747-9629.

WEDDING RINGS, 2 sets, wht gold, sz. 6-1/2, 1-1/8 & 1-1/2 carat. 432-3709.

16' V-HULL FIBERGLASS BOAT, 90 HP Evin-rude, trlr, \$1,000 or best offer. 745-2764.

AIR CONDITIONER, 8,000 BTU, \$50; Hammond tone cab., \$50; 2 highback chairs. 456-2838.

'77 COACHMAN CADET CAMPER, 24', slps 8, self-cont., good cond. 447-3476.

COLDSPOT AIR CONDITIONERS, 2, room size, good cond., both for \$70. 744-0513.

'81 FORD, ps, pb, air, auto, stereo, 6 cyl., 32,200 miles, ex. cond. 747-5510.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

In memory

Benjamin H. Farrington, LaGrange, died May 9. He retired from GE in 1966.

Betty L. Price, Payne, OH, died May 12. She retired from GE in 1982.

Kenneth D. McCormick, Bluffton, died May 17. He was a Wire Mill employee.

Alfred P. Selfert, 7118 Bohnke Drive, died May 17. He retired from GE in 1975.

SERVICE

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

CONTINUOUS GUTTER & SIDING, free estimate. 627-2858.

VIDEO TAPE SERVICE, all occasions, specializing in weddings. 447-4447.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

SWEETCAKES THE MAGIC CLOWN - balloons, flowers, candy, comedy - gorilla & more. 745-1545.

CAR CARE - buff, polish, carpet shampoo, call aft. 7 p.m. 747-0035.

ROOFING - repair or renew, free estimate. 747-5531.

PAINTING - experienced, inside/out. 432-3305.

FREE

SIX WEEK OLD KITTENS, 3 males, 3 females, litter box trained, mother good mouser. 625-3330.

Spring Scramble

The following list of winners may pick up their prize money from Lynn Bradtmueller in Bldg. 4-2. 144 GE golfers played in the Scramble last month at the Brookwood Golf Course.

Team	Net Score
Corry, Windell, Martin, Olwine	59
Gottschalk, Pickett, Reas, Phillips	60
Bashelie, Sykes, Parlow, Macleod	61
Hopkins, Write, Stano, Nash	61

Baughan, Sparks, Murphy, Giese	62
McDonald, Moore, Patrick, Smuts	62
Blackburn, Pauve, Vickerman, Payne	62
Priddy, Acheson, Kenny, Wheller	63

Longest Drive on #1	Jerry Gottschalk
Longest Drive on #10	Bob Giltner
Closest to Pin on #6	Les Fogle
Closest to Pin on #8	Jan Meyer
Closest to Pin on #11	Gary Sykes
Closest to Pin on #14	Dave Snuts

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Elex news

New Elex Art Class - The Elex Club will have a new class by Barb Riley and Margaret L., who have taught previous paint classes. They will instruct in the "Art of Calligraphy" painting. Classes will be Tuesday, June 10 and Wednesday, June 17. All supplies will be furnished. Cost is \$2 for both nights. Contact Cindy Doudt, 4875, Taylor Street.

Food Drive next week

GE Foundation matching available for Food Bank cash donations

Fort Wayne GE employees who donate \$15 or more to the Associated Churches Food Bank may have their contribution matched by the GE Foundation under its "More Gifts...More Givers" program.

Foundation trustees accepted the Food Bank as one of its organizations eligible for matching last week.

"More Gifts...More Givers" forms will be available at all plant gates during the GE Food Drive on Friday, June 13. The forms are also available from Gloria Smith in Building 18-3, Luanna Oehlhauffen in the Taylor Street Employment Office, the Building 4-1 Employee Relations Office, and the AEECD Relations Office.

Submit form

To get their gift matched, employees need to complete and submit the form with a personal check for \$15 or more. The check should be made payable to the Associated Churches Food Bank. The check and form should be enclosed in an envelope and dropped into the cash buckets at plant gates on June 13. Envelopes will be provided at the gates.

Upon receiving these gifts, the Associated Churches will submit the forms to the Foundation in Schenectady, N.Y., for matching.

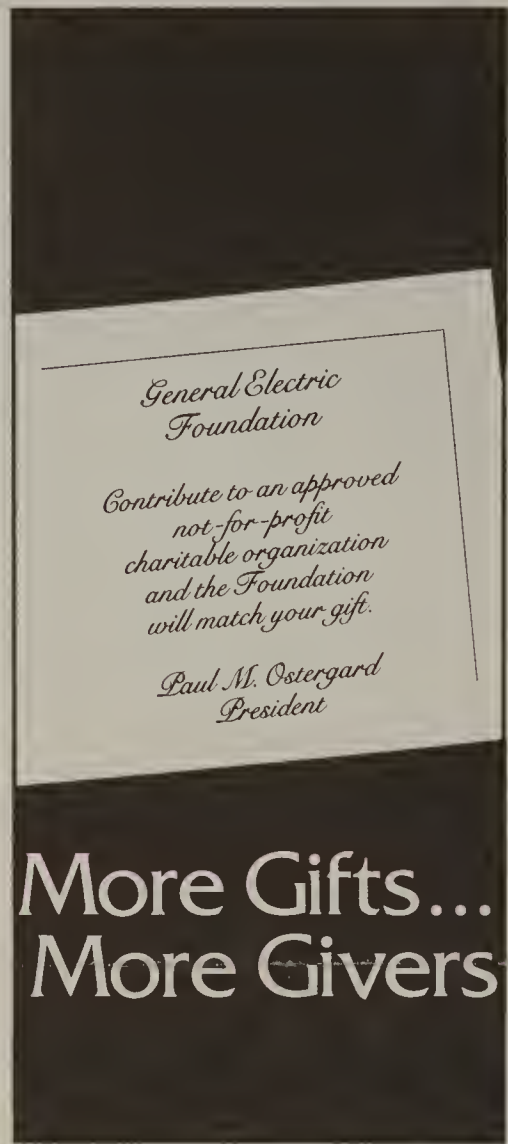
Food donations welcomed

During the Food Drive, employees may give non-perishable food items (See "What to Bring for Food Bank" accompanying this article.) or cash. Cash contributions go even further because the Associated Churches can buy in quantity at a lower cost. Cash contributions of less than \$15 are welcomed, but not eligible for Founda-

tion matching.

The Food Bank makes food products available to those who need it in

emergency situations. This service would not be possible without help from concerned citizens.



Employees may submit a 'More Gifts...More Givers' form with their Food Bank cash contribution of \$15 or more, and the GE Foundation will match the contribution.

What to bring to Food Bank

The following is a partial list of suggested items which can be contributed for the Food Bank Drive on June 13.

Nonperishable foods and paper products are needed. All items must be commercially processed. Nothing damaged, out of date, or apt to spoil can be used.

Items needed include the following:

Meats: beef stew, canned meats, chicken, spaghetti & meatballs, tuna, ravioli, peanut butter.

Soups: all kinds.

Grains: rice, macaroni, breakfast cereals, dried peas and beans, spaghetti, baking mixes, crackers.

Vegetables: peas, green beans, instant potatoes, corn, beets, black-eyed peas, tomatoes, pork & beans, greens.

Fruits: peaches, fruit cocktail, pears, plums, grapefruit, fruit juice.

Paper: toilet tissue, towels, facial tissue.

Milk: dried milk, packaged cheese, evaporated milk.

Cooking needs: cooking oil, shortening.

Soaps: washing powders, bar soap.

NEWSLINE

Transformer Business Department formed within General Electric

HICKORY, N.C. - Another organizational combining of GE's product lines has resulted in the formation of the Transformer Business Department, with headquarters in Hickory.

The Large Transformer Operation, which formerly had its headquarters in Pittsfield, Mass., has been combined with the Distribution & Medium Transformer Business Department, formerly in Hickory, to create the new department.

Action Instruments to produce, GE to market industrial computer

SAN DIEGO - Action Instruments, a San Diego company, has agreed to manufacture a specialty computer to be marketed by General Electric for factory automation use.

The new computer, called Cimstar I, is described by Action as a "ruggedized industrial controller" of robots, industrial processes and machine tools for use in manufacturing items ranging from tennis balls to toasters.

Top-notch capabilities

Capable of operating under atmospheric conditions that can cripple most computers, the system does its own diagnosis, running through its elements and reporting on conditions. A supervisor with a keyboard can access the Cimstar for a report on activities the computer is conducting.

HELP!

the needy in Ft. Wayne

Contribute
Non-perishable food
or cash

Collection at all plant gates

Friday, June 13

Next week!

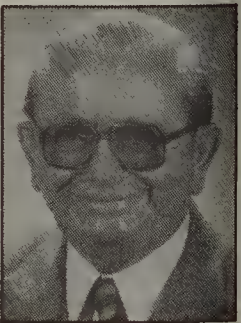
General Electric Food Drive for
the Associated Churches

Employees choose retirement

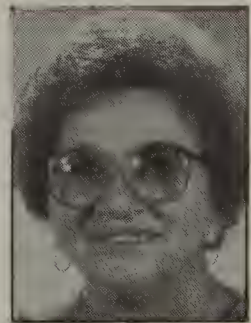
D. Florine Thatcher retires with 25 years of service. She began as a tier at Winter Street. She retires as a repair and return operator in Building 6-4. "GE has been good to me, but now I'll find a very isolated rock to spend the remainder of my life on."



John V. Foster retires with 44 years of service. He began as a fluorescent assembler in STO and retires as a quality control auditor in Building 6-4. "GE has been good to me, with good savings and pension plans. I plan to do more traveling (trip to Alaska), more golfing and longer winter stays in Florida."



Lydia O. Wagner retires with 19 years of service. She began as an Assembler in STO. She retires as a Motor assembler in Building 4-4. "My pension will come in handy while I travel and explore the states. I have enjoyed my years and friends while working at GE."



Other June retirees are Virginia M. Strait, Motor Finance; Robert D. Weaver, STO Production; Genevieve M. Siples, Taylor Street Production; Richard T. Pemberton, Taylor Street Production; and Raymond B. Myers, Wire Mill.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801

Jim Schmitt, IAM Lodge 70 president, and Mike Bultemeler, IUE Local 901 griever, pose with grocery items such as those employees may donate at plant gates tomorrow. The union representatives are part of the GE Food Drive planning committee.

GE's investments reflect commitment to stay competitive, Bossidy says

"GE is now largely a high-technology manufacturing and services company," said Larry Bossidy, GE vice chairman, addressing the Cleveland Chapter of the Elfun Society recently. However, despite the strategic redirection toward high technology and services, Bossidy emphasized that GE made record investments during the past five years in core manufacturing businesses, such as the Motor Business and Specialty Transformer, because substantive cash flow is expected from them in years ahead.

Referring to the imminent RCA merger and GE's acquisition of Kidder, Peabody, he said, "We now have a powerful array of businesses with long-term prospects for growth in sales

and income." Bossidy pointed out that business portfolio additions and deletions since 1981 reflect the company's commitment to adapt to a changing environment and, in so doing, become more competitive.

Big is better

He stressed that in today's business world it is important to be "big," pointing out that many of General Electric's competitors are enormous. "Siemens does \$16 billion a year in sales," he said. "Hitachi does \$18.5 billion, and Philips almost \$18 billion. Our size gives us the resources and the calibre of people to compete in this size game."

Bossidy illustrated his point by citing GE's turbine business. "This is one

of the oldest businesses in the company," he said. "Now it's in its worst slump. But we know that the turbine market will return in the 1990s or sooner. It's precisely our financial strength ... our bigness ... that will permit us to stay the course, keep our technology fresh and our factories open during the lean years. Small companies, entrepreneurial or not, simply cannot do that."

Bossidy pointed out that while each individual business within GE may differ in some respects, "it is important that every business share a passion for customer satisfaction as a prime guarantor of employment ... and the ultimate source of all wages and work."

"It is not necessary for each business to adopt a uniform management staff, chain of command, or organizational structure," he continued. "It is important that candor and openness be perceived everywhere as a GE characteristic."

Honesty governs

He said it is not important that any common structure govern the day-to-day operation of GE businesses, with one exception: honesty in all areas.

In closing, he stated, "We're convinced that we have the businesses, the resources, the people, and the vision to make this company what we all know it can be ... the most competitive enterprise on earth."

GE and RCA complete merger this week

FAIRFIELD, CT - The General Electric Company and RCA Corporation completed the merger this week whereby GE acquired RCA for \$6.4 billion in cash. The price included \$66.50 per share of common stock plus \$42.50 per share of \$3.65 preference stock and \$40 per share of \$3.50 preferred stock.

The merger was announced on Dec. 11, 1985, when the GE and RCA boards

approved a definitive merger agreement. It was approved by RCA shareholders on Feb. 13, 1986.

The U.S. Justice Department completed its review on May 21, 1986, and the Federal Communications Commission approved the transfer of the NBC and RCA broadcast and communications licenses on June 5, 1986.

John F. Welch, Jr., chairman and chief executive officer of General

Electric, will be chairman and chief executive officer of the combined company which will have its headquarters in Fairfield, Conn.

RCA and NBC will become subsidiaries of General Electric. Robert R. Frederick will remain president and chief executive officer of RCA. Grant A. Tinker will remain chairman and chief executive officer of NBC.

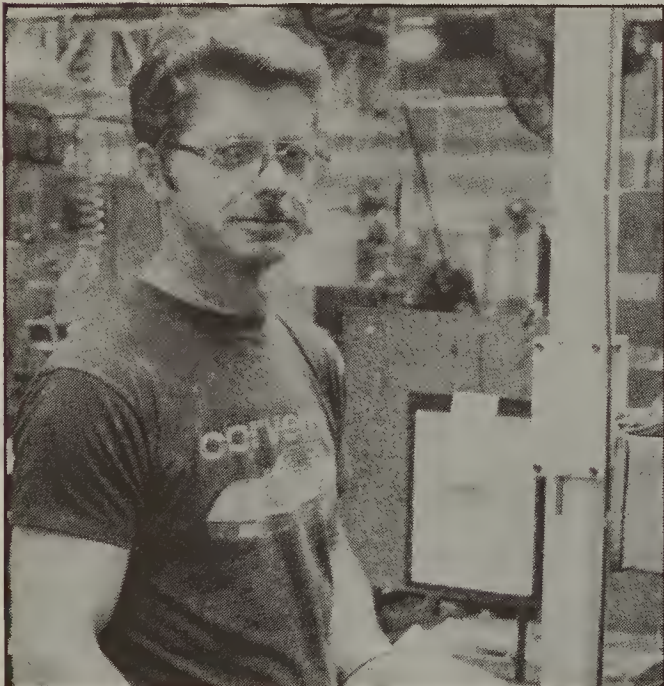
As a result of the Justice Department

review, GE will sell its vidicom tube business by Nov. 30, 1986.

Also, the Federal Communications Commission approval requires GE to sell within 18 months five NBC radio stations in New York City, Chicago and Washington, D.C. - the cities in which NBC also has television stations. Under FCC rules, a new owner cannot own television and radio stations in the same markets.

Employees comment on Share Statement

Some Fort Wayne GE employees recently attended brown-bag sessions to help them better understand their Personal Share Statement. The brown-bag participants below comment on their Share Statement.



Jerry Davis, shaft grinder, Taylor Street

I was happy to see what I had saved in the Savings and Security Program. I just got into S&SP a couple of years ago and didn't realize how money could add up in there. People I talk to who work for other companies can't believe GE matches money in S&SP. My brother, who works for GE in Decatur, talked me into enrolling in S&SP. I'm glad now I did and wish I would have done it 20 years ago.



Maggie Martin, press operator, Taylor Street

After reviewing the Share Statement in the brown-bag session, I realized how much benefits have improved. The insurance and pension benefits are really good. And S&SP offers more options now than ever before. If my sons decide to go to college, I want to pay for it with the money I've saved in S&SP. My husband works here too. GE has given our family a lot. It's a great place to work.



Minnie Bryant, stator assembler, Building 4-5.

The Personal Share Statement gives you a better idea of what you have and what you have to look forward to when you retire. It also answered a lot of questions I had about the Savings and Security Program. I've been in S&SP for about three years and haven't received a payout yet. At the brown bag, I found out more about the insurance options available in S&SP. It's going to be awhile before I retire, but I still like seeing what my pension benefit looks like. If I could retire now under the early retirement benefits, I would.

Sept. 6 is date for QC outing

September 6 is the date for the 1986 Annual Quarter Century Club outing at the Memorial Coliseum.

The QC Board notes that the event is for GE employees and retirees who have 25 or more years of service.

Proof of membership is required to be eligible for participation and prizes.

Watch for reservation forms and ballots for officer elections to be printed in the July 10 issue of the GE News.

Honorettes set meeting dates

The Honorettes have set their chapter meeting dates for 1986-87. Social meetings will be held at the Salem United Church of Christ on Lake Avenue and are scheduled for the following dates:

June 23, 1 p.m.; July 28, 1 p.m.; Aug. 1, 1 p.m.; Sept. 16, 1 p.m. (5 chapter

luncheon); Sept 22, 1 p.m.; Oct. 27, 1 p.m.; Nov. 24, 1 p.m.; Dec. 8, noon; March 23, 1 p.m.; April 27, 1 p.m.; and May 25, noon.

The Executive Board will meet at Hall's Guesthouse, Washington Center Rd., at 11:30 a.m. on June 26, Oct. 30 and April 23.

Burroughs-Sperry merger creates second largest computer company

DETROIT - The planned merger of Burroughs Corp. and Sperry Corp. will create the second largest company in the computer industry. Sperry has agreed to be acquired by Burroughs for \$4.78 billion. Sperry is currently fifth in annual

sales behind IBM, Digital Equipment, Honeywell and Hewlett-Packard. Burroughs is sixth.

Sperry began in 1910 as the Sperry Gyroscope Co. Burroughs was founded in 1886 as an adding machine company.

IBM transferring production out of Boulder, Colo.

BOULDER, Colo. - As part of a program to cut costs and become more competitive, IBM is ending manufacturing in Boulder and transferring the work there to Lexington, Ky., and Charlotte, N.C.

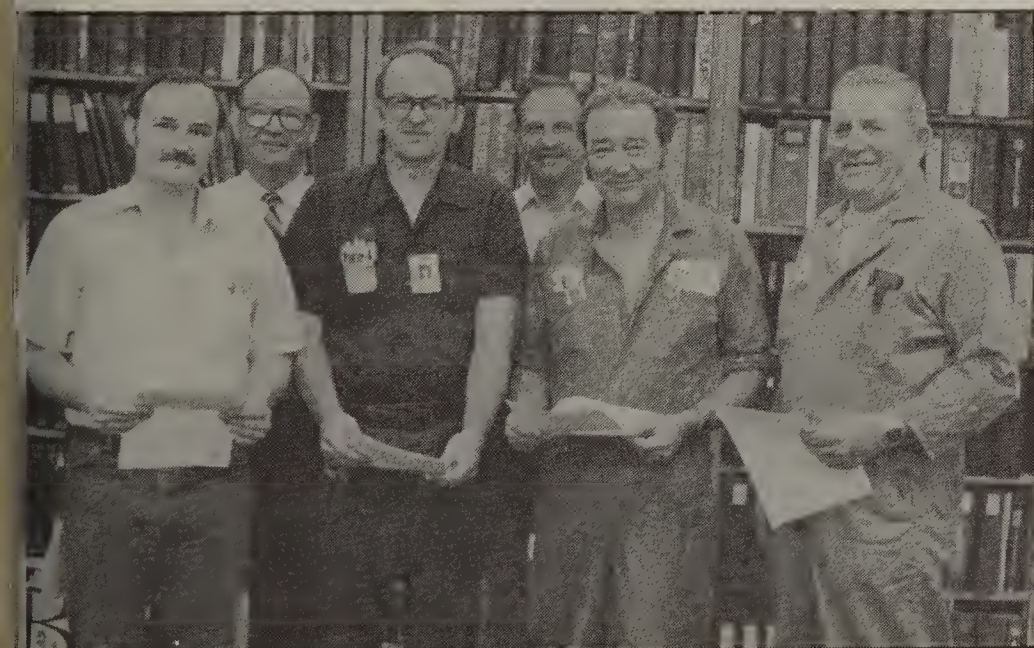
Copiers, mass-storage devices, floppy-disk drives and page printers had been produced in Boulder. The facility is being converted into a western distribution facility.

The Boulder facility has been an

ongoing customer of the Motor Business. Gene Andert, specialist-sales planning for the Components Sales Department, said, "We will refocus our sales efforts as IBM restructures."

More than 2,000 IBM employees will be transferred or retrained as a result of this move.

Analysts say the move is consistent with the gradual restructuring of IBM for slower world economic growth and the reduced capital spending environment in the U.S. today.



Employees receive suggestion awards

Four maintenance employees recently received suggestion awards from Jim Vebber, maintenance manager. Tom McGinnis and George Gearhart shared \$276 for a suggestion that helped reduce downtime and scrap in the Wire Mill. Bob Marshal and Dick Mumma shared \$654 for finding a new use for previously-unused heat exchangers in the Wire Mill. Pictured are (from left) McGinnis, Vebber, Gearhart, Foreman Ralph Hill, Marshal and Mumma.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Adlets

FOR SALE

'85 BASS BOAT, trlr, '74 Merc 50 HP, loaded; 15" Goodyear tires, 4, ex. cond. 432-6150. WILLIAMSON FURNACE, 105,000 BTU, cheap; 295 gal. oil tank w-gauge & filter pipe, good cond. 1-758-2859.

CHILD'S BIKE SEAT; boy's navy suit, 3 pc., sz. 12. 482-1937.

'78 DATSUN B210 HATCHBACK, 4 spd., dependable, \$800. 432-9038.

'76 CHEV. MONZA, 3 spd., 6 cyl., mech. spec., \$500 or best offer. 485-8661.

KIRBY HERITAGE UPRIGHT SWEEPER, like new. 744-0773.

HOME, SW, 2 story, 4 bdrm, 2.5 acres, pond, bsmt, rec. room, beam ceil, 2-1/2 baths, gas heat. 747-0241.

'77 COACHMAN CADET CAMPER, 24', slps 8, self-cont., good condition. 447-3476.

JELLYSTONE RV LOT, Pierceton, IN, sale, rent or trade, full hook-up. 484-2888.

21" TORO MOWER, self-propelled, used twice, \$300. 693-3319.

FURNISHED 8'x40' MOBILE HOME ON HAMILTON LAKE, shaded lot. 1-488-3449.

YARD SALE, June 14, 10-3 p.m., 1616 W. Main.

SINGER SEWING MACHINE in walnut cabinet, \$45; GE toaster oven, \$10; large elec. deep fryer, \$15. 485-6974.

'77 ARABIAN FIFTH WHEEL CAMPER, 28', 20' awning, air, see to appreciate. 744-2837.

CABINET, custom, wood, 2 pc., 12 doors, overall 7'x7'x16", \$250. 637-8534.

SAILBOAT, 16' Hobie Cat, orange crush, \$1,900. 456-9882.

'79 CUTLASS CALAIS, T-tops, air, V-8, auto, new tires, ex. cond. 432-3235.

BOA SKI SNOWMOBILE, '70?, runs good, \$50. 672-3781.

'60 TRIUMPH TR3, restored, ex. condition, \$4,850. 486-4251.

'82 YAMAHA MOTORCYCLE, 50 CC, low miles, nice condition, \$250. 432-6287.

ALUMINUM STORM WINDOWS, ex. cond., reasonable, szs: 36"x38-1/2", 36"x54-1/2" & 28"x38-1/2". 744-6544.

QUEEN SIZE BEDSPREAD, dk turq.; cooker-fryer. 482-1937.

CAMERAS, 2, flash gun & cubes, good cond., both for \$60. 744-3731.

'80 COUGAR XR-7, V-8, 50,800 miles, reconditioned, ex. cond., \$3,250. 456-5051.

SCHWINN-TANDEM FIVE-SPEED BIKE. 747-5510.

'82 COACHMAN FIFTH WHEEL, 35', w-walk-thru bathroom, price reduced. 1-925-2843.

'61 FORD SEDAN FINTAIL, 6 cyl., auto, new tires, radio & its all work, good runner, dependable, \$400. 456-9500.

MOBILE HOME, ex. cond., 3 yrs. old, gas, central air, 25' patio-awning, 6'x8' shed, 8'x10' hobby shed, trees, \$13,900. 447-1294.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.

FOR RENT

SHARE APARTMENT IN CANTERBURY GREEN w-young professional; call aft. 5 p.m. 485-2103.

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, avail. now thru Nov. 485-4264.

SERVICE

DJ, music of 60s, 70s, 80s, all occasions. 447-4447.

EXPERT PAINTING - experienced, free estimates. 432-3305.

SWEETCAKES THE MAGIC CLOWN, fun for all ages & occasions, balloons & more. 745-1545.

ROOFING - repair/renew, free estimate. 747-5531.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

BABYSIT, days, one block from Lutheran Hospital. 745-2764.

BABYSITTING IN MY HOME, day or night, drop-ins welcome. 424-0581.

CONTINUOUS GUTTER & SIDING, free estimate. 627-2858.

CONSCIENTIOUS HANDYMAN seeks odd jobs, NE only, reasonable. 485-7160.

SOLOIST FOR WEDDINGS, special occasions. 693-9534.

Golf

Week 21

Low Gross Scores: Jerry Gottschalk, 36; Glen Cole, 39; Ken Wyman, 39.

Low Net Score: Bob Giltner, 26

Low Putts: Glen Cole, 15

Most Under Average: Tom Vassie, 8.3

Birdies 2: Jerry Gottschalk

Birdies 1: Bob Giltner, Mark Sutton, George O'Hern, Larry Wright, Tad Storlel, Don Stauffer, Bill Sutton, Les Fogle, Eben Cobb, Scott Ernst, Garry Pickett, Ken Wyman, Lyle Johns, Bud Steinbacher, Lynn Bradtmueller, Steve Campbell

Weeks 22 & 23

Low Gross Scores: Eben Cobb, 38

Low Net Score: Gary Pickett, 33

Low Putts: Ralph Buckmaster, 12

Most Under Average: Ray Franklin, 8.4

Birdies 4: Eben Cobb

Birdies 1: Les Fogle, Steve McBride, Bill Sutton, Jim Clossen, Roy Brokaw, Dick Colpeter, Morrie Travis, Herb Meyer, Jerry Gottschalk, Lyle Johns, Ray Franklin, Ralph Hill, Kevin Osbun.

In memory

Robert E. Browand, Fort Wayne, died June 7. He was a customer relations specialist in Finance.

Mervin J. Topp, Fort Wayne, died June 7. He was a systems designer in Finance.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

More than 2,000 pick early retirement with \$200 special supplement

More than 2,000 GE employees throughout the company have already taken advantage of the opportunity - first available last summer - to retire at age 60 or 61 and receive an extra \$200 in their monthly pension until they reach age 62.

Under a 1985-88 provision of the GE Pension Plan, individuals can receive this \$200-per-month special supplement if they reached age 57 by July 1, 1985 and:

1. retire between ages 60 and 62 with at least 25 years of pension qualification service (PQS) and
2. retire on the first day of the month after first becoming eligible for the special supplement or on the first day of the following three months.

Crediting of PQS

It's important to note that employees can accumulate 25 years of pension qualification service before achieving 25 years of continuous service with GE. That's because employees are now credited with a year of PQS when they have acquired at least 1,000 hours in a calendar year.

Those selecting the early retirement option - and meeting these criteria - receive their full pension, a monthly supplement of \$8 a month times each year of pension qualification service, and the \$200-a-month special supplement. Both supplements continue until the pensioner reaches 62 when he or she becomes eligible for Social Security.

Know exact day

Sharon Harter, benefits specialist in Building 18-1, emphasized the importance of knowing the exact day of becoming eligible for this special \$200 supplement. "If you don't retire within the specified period," she said, "you lose this limited opportunity, which could be worth thousands of dollars."

"Your latest Personal Share Statement - near the bottom of the right-hand column - shows your years of pension qualification service as of Dec. 31, 1985. But bear in mind that you may already have added another year of PQS (1,000 hours of service) since the Personal Share Statement was printed. So if you're between ages 60 and 62 and your statement says you have 24 years of pension qualification service, you should check to see when you'll have those 25 years of PQS."

Motor and Transformer employees wishing to find out their accumulated pension qualification service credits should go to the Personnel Accounting office, Building 18-1. AEECD em-

ployees should call Sandra Herbold, Ext. 5136.

The opportunity for the special \$200

supplement expires July 1, 1988.

For more detailed information about this provision of the GE Pension Plan,

see the GE Employee Benefits Summary Plan Description and the GE Employee Benefits Plan Document.

Fort Wayne employees show when supplement does, doesn't apply.

Three Fort Wayne employees getting ready to retire provide examples of how the special \$200 pension supplement applies - or doesn't apply - when employees take early retirement.



Erva Barber

'With this extra \$200 a month, I'll be able to take long vacations and travel.'

Erva Barber, salvager in the Wire Mill, turns 60 this month and has 28 years of pension qualification service. She qualifies for the special \$200 supplement because she meets the eligibility requirements:

- She was at least age 57 on July 1, 1985.
- She has at least 25 years of pension qualification service.
- And now she is between ages 60 and 62.

The three month "countdown" for her retirement begins July 1 - the first day of the month following her 60th birthday. She may retire as early as July 1 but no later than Oct. 1 to receive the \$200 monthly supplement until age 62.

"I'm choosing July 1," she said. "I'm ready to get out and enjoy the things I really like to do. With this extra \$200 a month, I'll be able to take long vacations and travel."

"Retirement is the best thing that ever happened to me. My GE pension is making it that way."



Dolores Marbaugh

... 'I feel good about leaving a place for a younger person to fill.'

Dolores Marbaugh, receiving and inspection operator in Building 4-2, turned 60 last July. At that time, she had 24 years of pension qualification service. This month, she is credited with another year of PQS because she has accumulated 1,000 hours of service in 1986. This gives her the 25 years of PQS needed to be eligible for the \$200 early retirement supplement.

Like Barber, Marbaugh may retire on July 1 or any month until Oct. 1 and receive the \$200 supplement. And, like Barber, Marbaugh has chosen July 1.

"There's plenty to do in life besides work, and I'm ready to do it," Marbaugh said. "With the pension I'm getting, I'll have a great retirement. And I feel good about leaving a place for a younger person to fill."

Ida Boldt, a sweeper in the Wire Mill, has also decided to take early retirement, but she is not eligible for the \$200 bonus supplement.

She's 61 but doesn't have 25 years of pension qualification service. By the time she does get the 25 PQS years, she will be older than 62 and ineligible.

"I wish I would have started at GE just a few years earlier," she said. "Then I'd be eligible for the \$200 supplement."

"But I'm not complaining. The other supplement you get for retiring early



Ida Boldt

'I wish I would have started at GE just a few years earlier. Then I'd be eligible for the \$200 supplement.'

is pretty good."

The other supplement Boldt refers to is the one that pays \$8 times the employee's years of PQS on a monthly basis until age 62.

"Also, I have built up a nice nest egg in the Savings & Security Program. So I figure I might as well retire now."

Editor's note: The regular age 60 supplement has been improved. It now provides \$8/month times each year of PQS, with no limit. Before the formula was \$7/month times each year of PQS, with a cap of \$175.

Employees with 22 or more years of PQS benefit from this improvement. Take an employee who has 30 years of PQS for example. Under the current regular supplement for early retirement, this employee will receive \$8/month times 30 years of PQS, or \$240 per month. Before, the same employee would only receive \$7/month times the 25 PQS maximum, or \$175 per month.

Foundation matches \$2,225 in gifts to Fort Wayne organizations

The General Electric Foundation recently sent a check for \$1,200 to the West Central Neighborhood Committee in Fort Wayne and a check for \$1,025 to the Allen County Public Library Foundation. These amounts match the total contributions Fort Wayne employees made to these organizations under the "More Gifts...More Givers Program" in 1985.

The West Central Neighborhood Committee and the Allen County Public Library Foundation were the first two Fort Wayne charitable organizations approved for matching under the "More Gifts...More Givers Program" which began last year. The Fort Wayne Children's Home and the Associated Churches Food Bank have been added to this list recently.

Under the "More Gifts...More Givers Program," employees fill out a form and enclose a check for \$15 or more. The organization to which they are contributing is responsible for forwarding the form to the GE Foundation.

"More Gifts...More Givers" forms will be available at all plant gates during tomorrow's food Drive. At that

time, those who wish to give \$15 or more to the Food Bank may fill out the form, attach their check and drop it into the containers provided.

Last year, the 56 organizations approved by the Foundation for "More Gifts...More Givers" matching company wide received more than \$300,000 in employee gifts and matching payments.



General Electric News

JUNE 19, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 22

Food Bank director 'beside' himself as GE employees give \$10,500, 1 ton of food

"Unbelievable" is the word Reverend Melvin Phillips, Associated Churches Food Bank director, used to describe the total cash and food contribution from Fort Wayne GE employees during last week's Food Drive.

Employee cash gifts totaled \$6,704. Of that amount, \$3,885 came from employees who gave \$15 or more through the GE Foundation's "More Gifts...More Givers Program." With the Foundation matching the "More Gifts...More Givers" contributions, the total employee and company cash gift to the Associated Churches Food Bank this year came out to \$10,589.95, and money is still being received in the mail. In addition, employees gave almost one ton of food.

"How big can I say thanks?," Rev. Phillips said. "We rely totally on gifts from people, such as GE employees, who care enough to share with people less fortunate than they are. Last year, the GE folks really came through. But I'm beside myself this year," he said.

The GE Food Drive last year raised \$3,800 in cash and 1½ tons of food.

Bill McShain, who helped lead the Food Drive, said this year's project was successful because of cooperation from employee volunteers. "It was an all-out effort," he said.

IAM Lodge 70 Food Drive volunteers included Dave Bolyard, Bill Green, Ted Hollabaugh, Mike Mozzone, Jim Schmitt and Dennis Sherman.

IUE Local 901 volunteers included Mike Bultemeier, John Carpenter, Tom



Reverend Melvin Phillips (second from right), Associated Churches Food Bank director, accepts a check for \$10,589.95, the money raised during this year's Food Drive. Representing GE employees and the company are (from left) John Carpenter, IUE; John Pcolinski, STO; and Jim Schmitt, Lodge 70.

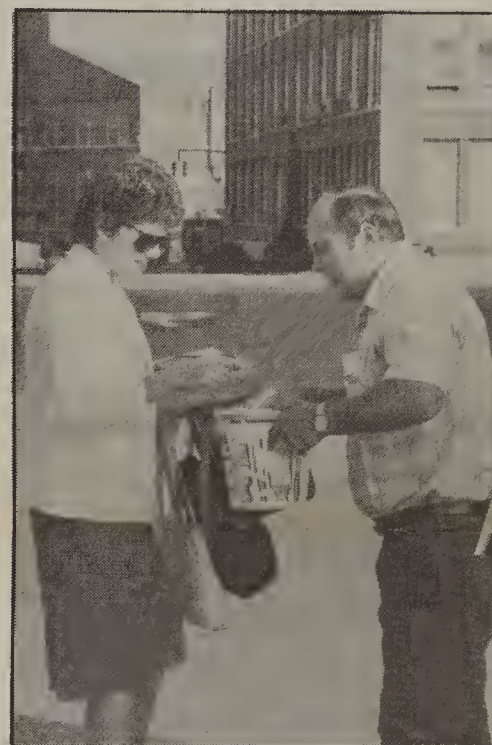
Emerson, Ron King, Marlin Leininger, Tom Litzenberg, Larry Lock, Phil Stackhouse and Jim Waltenburg.

Other volunteers included Charlie Elder, Bill Elsea, Frank Forbes, Sandra Herbold, Ron Kroemer, Bill Lichtenstiger, Clovis Linkous, Mc-

Shain, Don Nelson, John Pcolinski, Jill Roe, Doyt Schaadt, Dick Schwartz and Tom Wyss.

The cash and food will be used to

supply Food Banks in the Fort Wayne area. Food Banks provided meals - primarily on an emergency basis - to more than 32,000 individuals in the area last year.



Mary Ruth Jenkins, Components Sales Department secretary, puts a cash contribution in a bucket held by Food Bank volunteer Larry Lock.

Organizational changes may affect parking

Because of organizational changes, including the transfer of a number of employees to Fort Wayne from Holland and Nashville, a study is underway to evaluate parking conditions. If there are situations where there are

too many cars for a particular area, it may be necessary to change some parking assignments.

Dick Huhn, Area Services manager, said a decision will be made by mid July.

Telesales specialist gets roses from customer

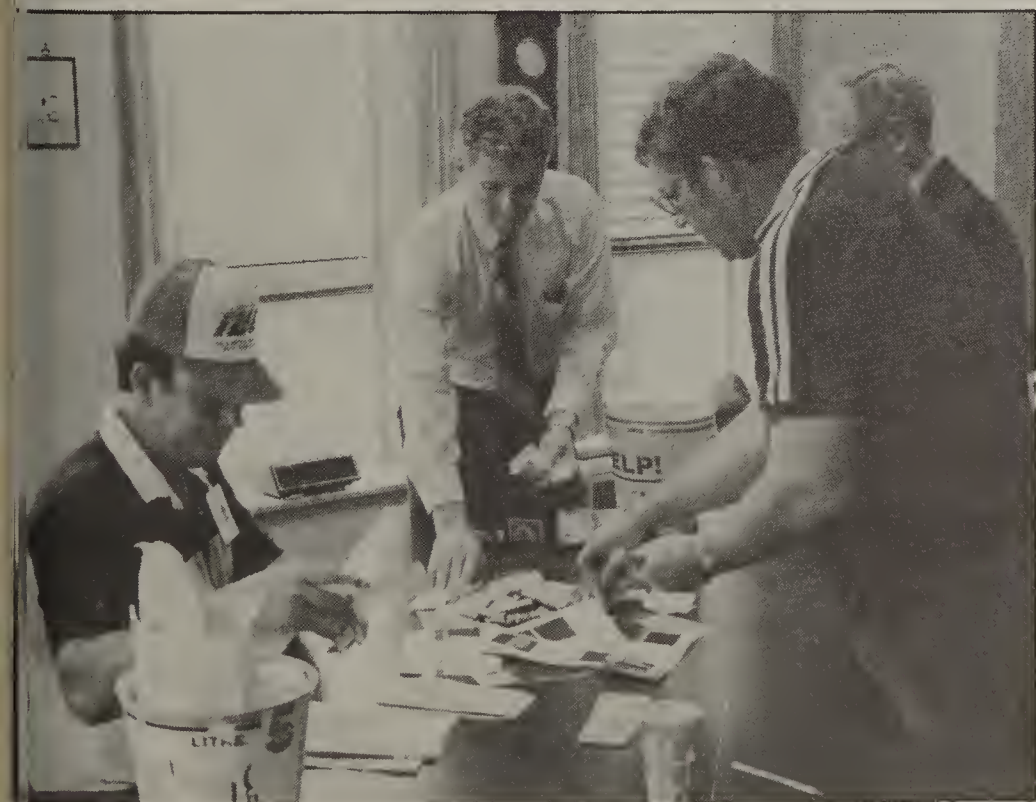
Karen Prosser, a telesales specialist in the Customer Service Operation, received roses this week from a representative of Commercial Electric, a valued customer of the Motor Business Group.

Prosser, who normally takes care of calls from Commercial Electric, had been out on a customer visit. The roses were Commercial Electric's way of saying "We missed your service while you were gone."

Prosser said, "The roses made me feel like I'm really doing something good for customers."



Prosser

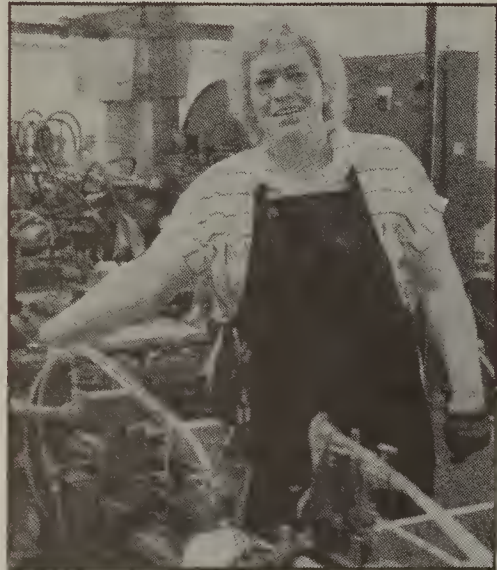


Food Bank volunteers (around table from left) Tom Emerson, Bill McShain, Bill Elsea and Marlin Leininger count money raised from the Food Drive.

Hospital Review / Second Surgical Opinion

Transformer employees use Plan procedures to get full benefits from Connecticut General

Phyllis Bittner, O-core operator in STO Production, went to her doctor last March because she was having



Bittner

'Hospital Review and Second Surgical Opinion procedures are needed to get health-care costs down for everyone.'

pain in one of her legs. The doctor said she had a cyst behind her knee and the cyst would have to be removed surgically. He said she would need to be hospitalized.

This meant Bittner would have to follow procedures of the Second Surgical Opinion and Hospital Review programs of the GE Plan.

"I knew if I didn't follow the procedures, I would lose 50% of my hospital and surgical benefits," she said.

Second Surgical Opinion

Second Surgical Opinion was necessary in Bittner's case because the cyst-removal procedure required entry through the knee, which put it in the "knee-surgery" category. Knee surgery is one of the 17 surgical categories, listed on the back of the Plan I.D. card, which requires Second Surgical Opinion. Failure to follow Second Surgical Opinion procedures results in a loss of half the surgical benefits the employee would be entitled to otherwise.

Instead of obtaining a list of Board-certified surgeons and internists in her area from the Connecticut General toll-free number, Bittner went to a

Board-certified surgeon suggested by her family doctor. This surgeon's diagnosis constituted the second opinion she needed to fulfill the requirements of the Second Surgical Opinion Program.

The surgeon agreed the cyst needed to be removed and said he would perform the surgery. She agreed.

Hospital Review

Next, Bittner's doctor called the toll-free number to obtain precertification for her hospital admission under the Hospital Review Program. He explained to the Hospital Review Nurse that Bittner was to be admitted in less than two weeks, and that there wasn't time to submit the precertification form as described in step two of the Hospital Review procedures.

The Nurse approved the admission by telephone. Realizing that surgery was involved and that Bittner hadn't made the initial contact under the Second Surgical Opinion procedures, the Nurse sent Bittner's surgeon the Second Surgical Opinion claim form.

Happy with Plan

Bittner said Connecticut General paid all the Hospital and Surgical bills to which she was entitled. And despite the fact that a good number of employees have complained about the administration of the toll-free telephone line, Bittner said it worked well for her.

"I feel good about the Plan," she said. "Hospital Review and Second Surgical Opinion procedures are needed to get health-care costs down for everyone."

"Our procedures aren't as tough as some companies'. My doctor's secretary said some businesses require their employees to get an opinion from two Board-certified surgeons. If GE would have required that, I would have been forced to see two doctors besides my family doctor."

Melin has emergency

Phil Melin, a final test inspector in STO, didn't have to go through the Hospital precertification procedures of the GE Plan. That's because his admission was an emergency.

He had trouble breathing one night last February. It got so bad, he had to call his doctor at 2 a.m. The doctor advised Melin to go to the emergency room.

The emergency room doctor said Melin had congestive heart failure and needed to be admitted to the hospital as soon as possible.

Emergency admissions do not require

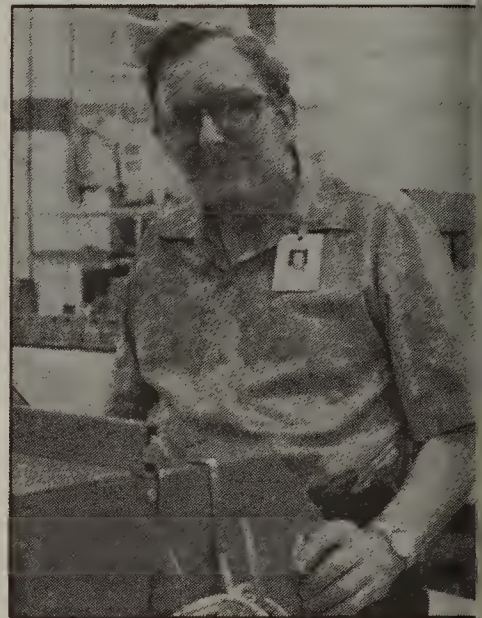
precertification, but Connecticut General does request that the patient's family member or the doctor call the toll-free number within one full day after the admission. Melin's wife knew about this procedure and placed the call.

"I was busy concentrating on getting well," Melin said.

Second Surgical not required

To correct the heart problem, Melin's doctor performed a heart catheterization. This procedure does not require a Second Surgical Opinion.

Editor's note: Experts advise employees to call the toll-free number



Melin

'I was busy concentrating on getting well.'

-no matter what the surgery is - find out for sure if the surgery does or doesn't fall under one of the surgical categories listed on the Plan I.D. card. Sometimes surgeries may not seem related to one of the categories even though they are. Other times, a surgery might sound as if it falls in one of the categories and doesn't.

Melin satisfied too

Melin said he was happy with the GE Plan coverage. "The bill came out to be almost \$10,000, and the Plan paid all but about \$500 of it," he said.

"I might have had a little trouble with the procedures had my hospitalization not been an emergency. I didn't have much of a chance to really study the information kit before that time

Plan procedures reviewed

The following is a summary of the Hospital Review/Second Surgical Opinion procedures employees must follow in order to receive full Plan benefits for non-emergency hospital admissions or surgeries.

For non-emergency hospital admission without surgery...or with surgery not requiring a second opinion...

1. Give a Hospital Precertification Form (found in the HR/SSO information kit) to your attending doctor.

2. Your doctor must complete the form and send it to the Hospital Review Office at least two weeks before admission - or your doctor may call the Hospital Review Office using the toll-free number listed on the back of the Plan I.D. card.

3. The Hospital Review Nurse at Connecticut General will either approve full Plan benefits or refer questions about your admission to the Hospital Review Doctor who will call your doctor to discuss your care in more detail.

4. If your admission is certified, the Hospital Review Nurse will notify you, your doctor and the Hospital.

For non-emergency surgery requiring a second opinion...

1. Call the toll-free number on the Plan I.D. card for Surgical Review and ask for the Surgical Review Nurse.

2. The Surgical Review Nurse will send you the Second Surgical Opinion claim form you'll need, along with the names of three Board-certified internists or surgeons.

3. You must then choose a Board-certified doctor, either one of those recommended by the Surgical Review Nurse or one of your own choice, and obtain a second opinion. The doctor you consult will advise you of his or her recommendation.

4. If you decide to have the non-emergency surgery, you must notify the Surgical Review Nurse at the same toll-free number you called in step 1. The Surgical Review Nurse will confirm and record your decision and also notify the Hospital Review Office if hospitalization is necessary.

5. If your admission is certified, the Hospital Review Nurse will notify you, your doctor and the hospital.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Results in some confusion

Toll-free number on back of I.D. card

Some employees have not been calling the correct toll-free number for Hospital Review/Second Surgical Opinion, according to Homer Jennings, manager of benefits.

Jennings said Connecticut General officials reported that these employees

have used the toll-free number listed on the front side of the Plan I.D. card instead of the toll-free number on the back of the card.

"The number on the front of the card is for verification of coverage.

This number may be used if you or your doctor or hospital wants to make sure you are covered under the GE Plan," Jennings said.

"The correct number to call for pre-certification of hospital admission or

surgical review under the Hospital Review/Second Surgical Opinion Programs is listed on the back of the card. It is a little harder to find because it is not boldfaced and doesn't stand out as much as the number on the front," Jennings noted.

GENERAL ELECTRIC
HOSPITAL REVIEW AND SECOND SURGICAL OPINION PROGRAMS

Insured's Name: **John M. Doe** Dep. Coverage: **Yes**
(S.S. No.) **000-00-0000**

INSURER:
Connecticut General Life Insurance Company
P.O. Box 2987, Hartford, CT 06104
PAYOR NUMBER **62308 0201**
GROUP NUMBER **0443737**

TO VERIFY COVERAGE CALL: **1-800-842-1228 in CT.**
1-800-243-5771 out-of-CT.
(Between 8 AM and 4 PM EST) Monday-Friday

IMPORTANT—See reverse side N.E.I.C. ©

Plan verification toll-free number

Hospital Review / Second Surgical Opinion toll-free number

NOTICE To Hospital and Physician

All inpatient non-emergency confinements must be approved by the carrier prior to the admission or hospital benefits **will be reduced by 50%**. For approval:

- Complete a Pre-Certification Form and send it to the address on the form, or
- Call toll-free 1-800-344-6872.

A second surgical opinion must be obtained prior to non-emergency surgery for any of the following procedures:

- Back Surgery
- Breast Surgery
- Caesarean Section (may be waived)
- Cardiac Pacemaker Implantation
- Cataract Surgery
- Coronary Artery Bypass
- Gall Bladder Removal
- Hemorrhoid Removal
- Hip Surgery
- Hysterectomy
- Inguinal Hernia Surgery
- Knee Surgery
- Nose Surgery
- Prostate Surgery
- Toe or Foot Surgery
- Tonsillectomy Adenoidectomy
- Varicose Vein Surgery

If a second opinion is not obtained prior to surgery, hospital and physician benefits for the surgery **will be reduced by 50%**. The patient should contact the toll-free telephone number above for a list of Board-Certified physicians from whom a second opinion can be obtained.

G666-0017500-00 (12-85) Printed in U.S.A.

Adlets

FOR SALE

DATSUN B210 HATCHBACK, 4 spd, dependable, \$800. 432-9038.
RAILROAD TIES, \$6 each. 485-2002.
CH. CB w-antenna, \$70; hobby horse, \$25; Commodore prntr, \$100; men's jackets, sz. 40. 489-3755.
AMIDIFIER, \$20; basketball rim & plywood backboard, \$10. 745-1645.
BUICK, pwr, runs good, looks good, \$800. 489-5480.
DIAN SPRINGS CAMPING LOT, shaded, full hook up. 484-0107.
CAMERO, 4 spd, lots of extras, \$2,000 or best offer; '76 LECAR, runs good, new clutch, needs brakes, \$200. 749-2644.
LIVING ROOM SUITE, dk maple, sofa bed, 2 chairs, rd coffee tbl, \$225. 749-8172.
RBV HERITAGE SWEEPER & ATTACHMENTS. 432-6150.
PLIANCES - dishwasher, disposal, built-in elec. oven, elec. cook top, & sink w-fauc., \$30 each 7/1. 432-4914.
HOPELLER FOR MERCURY or Mariner, 50/60 HP, 10-1/4" dia.x16" pitch, stainless stl, \$150. 486-1293.
CHEVROLET CAPRICE, good work car, ps, pb, 350, 2 bbl, 4 dr. 486-2558.
FRANKLIN CAMPER, 18', good cond., between 8-2 p.m. 432-3709.
PINTO, runs good, very little rust, 4 cyl, auto, \$600. 1-344-1441.
GOODYEAR TIRES ON RIMS, 2, 78-13, \$10. 747-5487.
COMPUTER DESK & STAND, \$45; humidifier, \$40. 747-0086.
GREENLAWN CEMETERY LOTS, 4, half price. 1-904-343-6039.
BUICK LESABRE ESTATE WAGON, loaded, newer diesel, \$2,800. 432-3309.
DORADO CHEV. PICK-UP, many extras, ex. condition. 747-5463.
UNGE CHAIR, rocker & tilt back, lt. color, extra nice. 745-1588.
TRAVEL TRAILER, 26', slps 6, ex. condition. 623-6302.
HONDA 550 MOTORCYCLE, 7,000 actual miles, windjammer & hog whl, \$500 or best offer, aft. 3:30 p.m. 747-3746.

V-HULL FIBERGLASS BOAT, 16', 90 HP, Evenrude, trlr. 745-6764.
'72 MOTOR HOME, self-contained, slps 6, \$2,500. 483-6556.
CARPET REMNANT, new, 7-1/2' square. 1-244-3776.
THREE-WHEEL BICYCLE, good condition, \$90. 447-9951.
WURLITZER SPINET PIANO, \$995, aft. 4 p.m. 447-5918.
REAR GLASS FOR CHEV. OR GMC C-10 PICK-UP TRUCK, fits '73-'86 models. 747-3542.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Golf

Low Gross Scores: Dick Colpetzer, 37; Dan Rodenbeck, 38; Eben Cobb, Denny Exleben, Jerry Gottschalk, Garry Pickett, Larry Cauble, Bill Sutton, 39.
Low Net Score: Dave Bowers, 26.
Low Putts: Les Fogle, 14.
Most Under Average: Dave Spilker, 5.5.
Birdies: Garry Pickett, Denny Exleben, Eben Cobb, 2. Greg Olwine, Bruce Schings, Bill Green, Dick Colpetzer, Peter Peterschmidt, D. Bell, G. Morris, Phill Ross, Lyle Johns, Larry Phillips, Dave Reas, Bud Stienbacher, 1.

WANTED

'74-'78 MUSTANG II, V-8, auto, any cond., need drive train. 484-7379.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
TOOL & DIE MAKER or MACHINIST TOOLS. 485-7850.

FOR RENT

MOBILE HOME ON HAMILTON LAKE at Russell Point, wkly. 1-488-3449.
FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly, avail. now through Nov. 485-4264.

SERVICE

CONTINUOUS GUTTER & SIDING, free est. 627-2858.

LAWN MOWING, Time Corners & Aboite areas. 432-5584.

EXPERT PAINTING, any type, free estimates. 432-3305.

FIVE PIECE COUNTRY & WESTERN BAND, weddings, parties, dances, etc. 489-3704.

SWEETCAKES THE MAGIC CLOWN SHOW & comedy gorilla, balloons, flowers, candy, & more. 745-1545.

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

ROOFING - repair/renew, free estimates. 747-5531.

LIVE MUSIC for weddings, parties, all occasions. 432-9397.

In memory

Paul E. Black, Fort Myers Beach, Fla., died February 24. He retired from GE in 1979.

Helen L. Glass, Spencerville, died June 5. She retired from GE in 1971.

Robert C. Haupt, Columbia City, died June 5. He retired from GE in 1971.

* ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Balance of food groups important

Dietician says variety spice of healthy diet

The best part of eating right is that there is nothing you can't eat, according to Betty Pcolinski, dietary instructor at IVY Tech.

"Too many times when we want to

lose weight or improve our health, we start eliminating certain foods from our diets," she said. "Instead, we should concentrate on eating a balance of foods from the four basic food groups:

Milk, Meat, Fruit-Vegetable and Grain."

Pcolinski said each food group represents foods with similar nutrient content. Eating a balance of food from each of these groups provides the body with a mix of nutrients. This mix is necessary for a healthy life.

"Nutrients work together in teams. One member of the nutrient team cannot do its job unless all others are present in the right proportions, just as a quarterback cannot play a football game without teammates," she said. "The food groups help bring all the nutrient players together so they work more effectively in your system."

large, you may be taking in more calories than necessary," she said.

Her tips for achieving moderation in diet are:

- "Measure or weigh your foods until you know how big the recommended servings really are (see accompanying chart).
- "Cook only the amount of food you need."

How about snacks? "It all depends upon your choices," she advised.

"Some people, like growing children and teenagers, need extra calories from snacks to meet energy needs. Others, such as inactive adults, don't. For those who can't afford extra

Food Group	Recommended number of daily servings				
	Child	Teenager	Adult	Pregnant Woman	Lactating Woman
Milk	3	4	2	4	4
1 cup milk, yogurt, OR Calcium Equivalent: 1 1/2 slices (1 1/2 oz) cheddar cheese* 1 cup pudding 1 3/4 cups ice cream 2 cups cottage cheese*					
Meat	2	2	2	3	2
2 ounces cooked, lean meat, fish, poultry, OR Protein Equivalent: 2 eggs 2 slices (2 oz) cheddar cheese* 1/2 cup cottage cheese* 1 cup cooked dried beans, peas 4 tbsp peanut butter					
Fruit-Vegetable	4	4	4	4	4
1/2 cup cooked or juice 1 cup raw Portion commonly served such as medium-size apple or banana					
Grain, whole grain, fortified, enriched	4	4	4	4	4
1 slice bread 1 cup ready-to-eat cereal 1/2 cup cooked cereal, pasta, grits					

*Count cheese as serving of milk OR meat, not both simultaneously.

Achieving balance

Pcolinski suggested a couple of ways to help achieve a balance of foods from each of the food groups.

- "For one, learn which food groups your favorite foods belong in so that you can easily determine if your dietary pattern is in balance.
- "Try 'combination foods,' such as casseroles, stews, tacos or lasagna, that use foods from more than one food group.

It is not important to eat from every food group at every meal, she noted. It is important to eat from every food group each day.

Variety important

Besides eating food from a balance of all the groups, it is equally important to eat a variety of foods from each group, Pcolinski stressed.

"Some foods in a food group are better sources of nutrients than others. If you select a variety of foods from each food group, you'll stand a better chance of getting all the nutrients you need. So instead of eating four oranges to satisfy your four servings from the fruit-vegetable group for the day, try an orange, grape juice, green beans and a tossed salad," she said.

She suggested a few ways to help achieve variety within each food group.

- "Plan your menus ahead of time, including a wide variety of foods.
- "Spend some time in the supermarket surveying the variety of foods available.
- "Watch for new recipes that use nutritious foods," she said.

Moderation for weight loss

"A great tip for weight loss is to eat in moderation," she said. "Don't spend your whole life worrying about the foods you can't eat (Besides, this approach usually doesn't last long anyway.). Remember, no food is bad unless you stuff yourself with it.

"If your servings are too small, you may not be getting all the nutrients you need. If your servings are too



Pcolinski

'A balanced diet coupled with proper exercise makes a significant improvement in anyone's life.'

calories but still like to snack, Pcolinski suggests eating fresh fruits and vegetables. These provide added nutrients without so many calories.

Exercise important

"I cannot emphasize the importance of exercise enough," Pcolinski said. "A healthy diet doesn't do a whole lot of good unless accompanied by proper exercise," she said.

She urged those who have gone years without exercise to be examined by their physician. "The doctor may even suggest an exercise program for you," she said.

"A balanced diet coupled with proper exercise makes a significant improvement in anyone's life. You're guaranteed to feel better at work and to play."

Plainville's O'Grady retires with nearly perfect attendance

PLAINVILLE, Conn.-Dick O'Grady, an order entry specialist in GE's Construction Equipment Business Operations, retired June 1 after working at

GE for 38 years. What's especially notable is that O'Grady missed work only two days (because of illness) during his 9,980-day career with GE.

"I've been lucky in life that I have always had good health," he said. "But maybe it wasn't all luck. At work, I would walk at lunchtime almost every day. I've worn out a lot of shoe leather over the years. And I swim and have other hobbies which keep me active. I think those things really help a person keep their health."

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd
Fort Wayne, IN 46803
Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE, IN 46801

Four food groups

Below are the four major food groups:

Milk Group: The Milk Group includes all types of milk used as beverages and in food preparation, all kinds of natural and processed cheese and cottage cheese, yogurt, ice cream and ice milk, and foods made with large proportions of milk such as cream soups and puddings.

Meat Group: The Meat Group includes meat (beef, veal, pork, lamb and wild game); fish and shellfish; poultry; eggs; legumes such as dry beans, peas, lentils, and peanuts; and nuts.

Fruit-Vegetable Group: The Fruit-Vegetable Group includes all fresh, canned, frozen, and dried fruits and vegetables except dried beans and peas. Dried beans and peas are in the Meat Group because they contain significant amounts of protein. Corn may be served as a vegetable. Corn grits and meal are in the Grain Group.

Grain Group: The Grain Group includes all grains-such as barley, buckwheat, corn, oats, rice, rye and wheat-and the bread, breakfast cereals, grits, noodle and pasta products made from them.



General Electric News

JUNE 26, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 23

GENERAL PERIODICALS
NON-CIRCULATING

Transition involves change

Building 6-2 Production employees take on self-directed workforce implementation

With implementation of the self-directed workforce concept, employees Building 6-2 are changing the way they go about doing their jobs.

"We're working more on our own without direct supervision," said Harold Childers, an inspector. "We know what to do and we get right to it."

The 6-2 employees work in teams. One team is comprised of employees who assemble motor components, such as brushes and end-shields; another team assembles the entire motor; and a third team paints, lathes, inspects, tests, repairs and packs the motors. There are also work teams in Building 4-2.

Communicators selected

Each team selected a "communicator." This person acts as interface between the team members and management. These communicators will have direct contact with support functions such as engineering.

Rose Kintz, one of the team communicators, said, "Now we know our needs and concerns are considered. It's not like we're robots who just show up and do what we're told to do."

Foreman Pat Cirillo, who now spends more time coordinating materials and production, said results from the work teams have been very encouraging. The 6-2 teams are making progress toward a key goal of reducing overtime.

Bugs to be worked out

Many employees who were questioned said the early stages of self-directed workforce implementation have been difficult.

"There's a lot to get used to," said Zona Letner, nameplate and brush assembler. "Many people are changing work habits they've gotten used to for 25 years or more," she said.

"Everyone has to work together," Letner continued. "If this thing doesn't

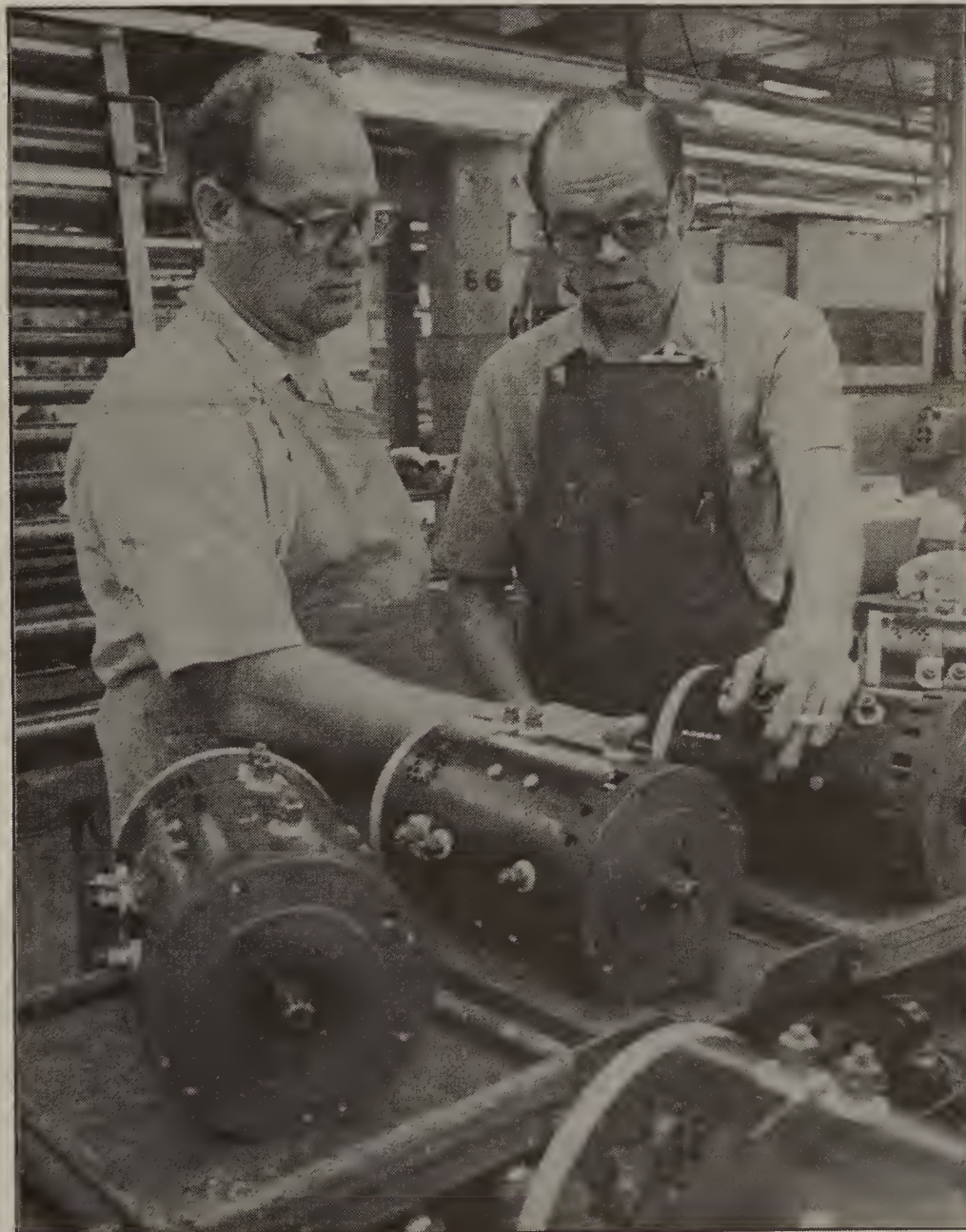
work, I don't think we'll have jobs, and I need my job," she said.

Mary Ann Davis, an end-shield assembler, said "I think everyone needs to communicate better. People have got to learn togetherness. A house divided won't stand."

Scott Ernst, facilitator of the self-directed workforce in Fort Wayne, agrees with Davis. He's currently teaching a course called "Working," which is designed to help individuals understand and work more effectively with each other. The course lasts 25

hours, and every Motor Production employee will eventually participate.

Ernst said the self-directed workforce implementation is on schedule for the most part. Around 25 work teams are expected to be functioning by Shutdown.



The self-directed workforce concept involves interaction among employees. Left (from left), Harold Childers, inspector, and Jerry Dohrman, work-team communicator, discuss a problem with a motor.

Below, Zona Letner, nameplate and brush assembler, is one of the 6-2 employees now implementing the self-directed workforce. "Many people are changing work habits they have gotten used to for 25 years or more," she said.



Kenilworth to purchase closed Franklin plant

The Kenilworth Electric Company has announced that it plans to purchase the idled Franklin Electric Company plant in Brinkley, Ark., according to a recent article in the *Jonesboro Sun*, Jonesboro, Ark.

Franklin closed its Brinkley and Jacksonville, Ark., plants two weeks ago. The deal with Kenilworth did not include the Jacksonville facility.

An official from the Arkansas Industrial Development Commission was quoted as saying her agency still hopes a deal can be worked out to save the Jacksonville facility as well.

State offers grant

An earlier *Jonesboro Sun* report said the state had offered Kenilworth a \$500,000 block grant to help the

company purchase the Brinkley facility. Apparently, the Brinkley community was eligible for the state funds and Jacksonville was not. The AIDC said use of the grant for a plant purchase at Brinkley could free up Kenilworth's capital for use in buying the Jacksonville plant.

"...We want to save those jobs," said Dave Harrington, AIDC direc-

tor. Brinkley employs approximately 100 people; Jacksonville employs around 400.

In the earlier report, Arkansas Governor Bill Clinton said there was a question of whether the Jacksonville plant can operate profitably.

The two plants produce motors for the heating, ventilating and air-conditioning industry.

Preferred Care Second Surgical Opinion outlined

Preferred Care, the new health-care alternative recently offered to Fort Wayne GE employees, requires a second surgical opinion for specified non-emergency surgeries, according to Tom Callant, compensation and health-care cost manager.

"The procedures for satisfying this Preferred Care requirement are similar to those of the GE Plan under Connecticut General," he said. With Preferred Care, however, the second opinion must come from a Preferred Care doctor. Another difference is that Preferred Care's penalty for not obtaining a second opinion is a 25% reduction in surgical benefits. The Connecticut General penalty is 50%."

Those who are enrolled in Preferred

Care should use the following steps to obtain the second opinion needed to get full surgical benefits.

- Call Preferred Care's toll-free number. It is 1-800-382-7063. The person who answers your call will send you a Second Surgical Opinion form, a list of three Preferred Care Board-certified surgeons and/or internists in your area, and a self-addressed envelope for returning the form.

- Next, you should visit one of the surgeons or internists on the list you received. Have the surgeon or internist fill out the section on the form that says "to be completed by attending physician." Either the doctor or the patient may return the form to Pre-

ferred Care before the surgery.

There are 17 surgical procedures that require second surgical opinion. They are:

- Back surgery
- Breast surgery
- Caesarean section
- Cardiac pacemaker implantation
- Cataract surgery
- Coronary artery bypass
- Gall bladder removal
- Hemorrhoid removal
- Hip surgery
- Hysterectomy
- Inguinal hernia surgery
- Knee surgery
- Nose surgery
- Prostate surgery
- Toe or foot surgery

- Tonsil/adenoidectomy
- Varicose vein surgery

"As is the case with Connecticut General, employees are advised to call the toll-free Preferred Care number to make sure if the surgery they are having does or does not fall under one of these categories," Callant advises.

Preferred Care, a subsidiary of Blue Cross/Blue Shield, was made available to employees last April as a substitute for the GE Plan. Preferred Care benefits are essentially the same as those offered under the GE Plan. However, Preferred Care does not charge for dependent coverage, and the deductibles and out-of-pocket expenses are only half those of the GE Plan.

Tips for 'beating the heat' this summer

It's important to replenish water lost through perspiration by drinking fluids such as water, fruit juices and broth, according to Dr. Jim Chase, medical director. At least one or two pints per hour should be taken when perspiring heavily.

"Heat exhaustion may occur if water is not adequately replenished, and one cannot depend on the thirst mechanism alone," he said.

Unless a physician has told you to limit your salt intake, use it liberally with meals, he noted. Additional salt tablets are generally not necessary and can cause stomach distress.

Those who are on a low-salt or salt-free diet, or those with chronic problems such as heart or kidney disease, should consult their family doctor for further hot-weather advice.

Foods with low fat content are advisable during the summer, said Dr. Chase. Vitamin B complex, frequently insufficient in summer's fare, should be increased.

Foods rich in potassium and magnesium, such as bananas, help keep the body's cooling system functioning most efficiently. And added Vitamin



C has been shown to temper heat stress, the doctor said.

"Individuals in poor physical condition have less tolerance to heat, which is a good reason to begin a fitness program (unless there is a medical reason that you should not)," he said.

Finally, the doctor advises people to protect against sunburn. Commercial sunscreens will absorb some of the

ultraviolet rays and let others go through, allowing people to stay in the sun longer with less risk of burning.

If sunburn does occur, there are some home remedies that might provide some relief.

- Talcum powder - a generous dusting will feel cool.
- Vinegar - Dilute with cold water and pat on.

- Baking soda - Apply a thick paste made by mixing it with cold water, use ½ cup per tub.

- Cold tea - Dab on burn.

- Aveeno bath - Available at drug stores.

Lubricants such as Vaseline retard heat and should not be used the first day of sunburn. Consult a physician if the burn is severe, he said.

Discount on theater tickets offered

General Electric employees in Fort Wayne are being offered a \$3 discount on \$8 and \$6 tickets to see the comedy "Blithe Spirit" live at the Foellinger Theater. Performances will be at 8:30 p.m. on Friday, July 11, and Saturday, July 12.

The show is being presented as part of a summer theater series by the Ball State University Theater Department and the Fort Wayne Parks Depart-

ment. The actors come from university and professional backgrounds.

The coupon below will be valid up to showtime and must be exchanged at the Foellinger Theater Ticket Office. Reservations can be made by calling 482-2785.

Other shows planned for the summer include the comedy "Ten Little Indians," July 25 and 26; the musical "The Pajama Game," Aug. 8 and 9; and the musical "Chicago," Aug. 22 and 23.

Food Drive total boosted with additional donations

Cash donations received by mail since the June 13 GE Food Drive have boosted the total employee and company cash contribution to the Associated Churches Food Bank to \$11,539.

Late donations totaled \$475, and of that was designated for GE Foundation "More Gifts...More Giving" matching. The combined amount was added to the \$10,589 received on June 13.

June 30 filing deadline for insurance claims

"To be sure of receiving payment for 1985 expenses covered under GE's Comprehensive Medical Expense Insurance and the Dental Assistance Plan, claims must be submitted by June 30," says Homer Jennings, benefits manager.

"The June 30 deadline gives everyone plenty of time to file claims for the 1985 expenses," he said. "Our medical and dental expense coverage is among the best in the industry. We can make sure of receiving our benefits by not

being late in filing."

Motor employees may pick up claim forms from a supervisor or the Personnel Accounting office, Building 18. Luana Oehlhaufen at Taylor Street also has forms. Transformer employees may get claim forms from a supervisor or the Relations office, Building 26-2. AEECD employees may get the forms from any secretary.

Properly completed claim forms, along with medical statements, should be sent to Connecticut General.

GE NEWS DISCOUNT COUPON FOR "BLITHE SPIRIT"

Name _____

Address _____

City _____ State _____ Zip _____ Phone _____

Number of tickets: at \$5 _____ at \$3 _____

Good until showtime, 8:30 p.m. on July 11 and 12.

Reservations can be made by calling Foellinger Theater, 482-2785.

May's S&SP Report

Here are the prices used to credit Savings & Security Program accounts in May.

GE stock, \$77.744; S&S Mutual Fund, \$41.184; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund \$12.23.

Year-to-date annual income rate for the HP Fund was 13.7% for '83 investments, 13.2% for '84, 12.9% for '85, and 10.6% for '86.

LT Fund's YTD annual reinvestment income rate was 10.2%; and for the Money Market Fund 7.8%.

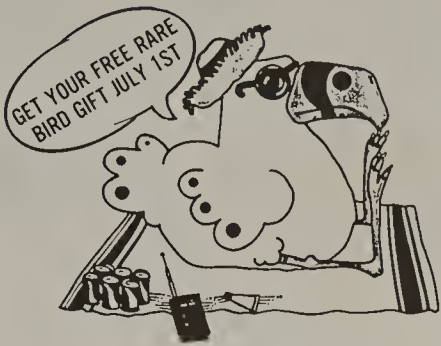
General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

The summer blood donor is a rare bird. Be one.



Bloodmobile set for July 1

"The summer blood donor is a rare bird. Be one," is the theme chosen to attract donors to the July 1 Bloodmobile at the GE Club. Those who would like to donate blood should call Mearv Ruhl at Ext. 2916. A "rare bird gift" will be provided.

GE NEWSLINE

Japan surpasses Britain as world's top creditor

TOKYO - The extent of Japan's worldwide business activity was emphasized recently when that nation's finance ministry reported Japan has surpassed Britain as the largest creditor nation.

Japan's governmental and private assets in other nations at the end of 1985 totaled \$437.7 billion, while liabilities amounted to \$307.9 billion.

That left net assets of \$129.8 billion - almost twice the amount at the end of 1984.

This sharp increase was reported to be the result of active investments in U.S. and other securities.

The Japanese government estimates comparable net assets at \$90 billion for Britain and \$50 billion for West Germany. The United States had estimated net liabilities of \$60 billion.

FMC, Japan's Sumito negotiate joint venture

CHICAGO - FMC Corp., a chemical and defense-products concern, plans to sell a 49% interest in its U.S. construction-equipment business to Sumito Heavy Industries Ltd., a major Japanese industrial company. This is part of an agreement between the companies to form a joint venture.

The new firm, Link-Belt Construc-

tion Equipment Co., will be based at FMC's construction-equipment facility in Lexington, Ky. Production will be phased out at FMC's facilities in Bowling Green, Ky., and Bannockburn, Ill. - eliminating about 300 jobs.

FMC will retain its 51% ownership of Link-Belt through 1988, and then Sumito will become majority owner.

Adlets

FOR SALE

LOG SPLITTER, 12 ton splitting force, like new, \$650. 637-5488.

74 MUSTANG II, 4 spd, manual, clean, \$650. 485-7756.

RS-80 COLOR COMPUTER w-cassette recorder & spreadsheet program, \$85. 485-6974.

MEDITERRANEAN STYLE COFFEE TABLE, \$45; humidifier. 484-4827.

76 STARCRAFT BOAT, 16', open bow, 50 HP, trlr mt. 693-3631.

ASON CAPPER for ¾ ton pick-up, 6 mos. old, \$175; call 8-2:30 p.m. 432-3709.

0" TABLE SAW, Sears; antique piano. 637-8353.

33 AIR CONDITIONER, 6,000 BTU, for sliding window, \$200, aft. 6 p.m. 483-5776.

IORWALK CLUB STYLE CHAIR, grn velvet. 747-4287.

CABBAGE PATCH DOLLS, beautifully dressed, top quality, \$25 ea. 422-5258.

9" B&W ZENITH TV, like new. 749-2616.

LITCHEN VENT HOOD, NuTone, cprtn, 36", w-4 spd. fan, \$25; rd 24" trampoline, \$10. 432-2948.

79 MERCURY CAPRI TURBO, 4 spd, 2 dr., sharp, reasonable. 422-7152.

ALUMINUM STORM WINDOWS, various szs; storm door; 2 wood ex. doors. 1-344-1441.

AIR CONDITIONER, 11,500 BTU, ex. cond., aft. 6 p.m. 749-4760.

COLD PACK CANNERS, 2, \$4 ea. 447-4066.

PUMP, .50 HP, good cond., \$75; exercise bike, \$10. 485-3358.

SEWING MACHINE, Elna, perfect cond., \$50. 483-6599.

17" COLOR TV, Wards Airline, good cond., \$40. 483-4652.

34' YELLOWSTONE HOUSE TRAILER, like new, plenty of storage. 1-586-2058.

'73 CHEVROLET WAGON, 9 passenger, \$450; '69 VW, red, \$350. 744-6006.

'77 BUICK REGAL, 2 dr., 76,000 miles, runs good. 447-5789.

'82 FORD EXP., 4 spd., sun roof, rear louvers, stereo, \$3,200. 1-357-4638.

'78 CUTLASS SALON, many extras. 1-356-5632.

'74 CAMARO, auto, 6 cyl, ps. pb, rally whls, mint cond., \$2,000. 672-2450.

40" GE RANGE, dbl oven, free-standing, 12 yrs. old, ex. cond., \$150. 432-5265.

'79 FAIRMONT WAGON, ps, pb, auto, air, low miles, rust proofed, \$2,200. 639-6129.

WINDOW AIR CONDITIONERS, 2, large, 220V ea. 483-7324.

'78 DATSUN B210 HATCHBACK, \$800. 432-9038.

GE HUMIDIFIER; adjust humid cont., auto shut-off., 432-1828.

'59 FORD MUSTANG, auto, 4 cyl, air & pwr very low miles, no rust, like new. 485-4875.

'73 OLDS CUSTOM CRUISER STATION WGN, runs good, \$300. 485-6383.

HONDA DIRT BIKE, ex. cond. 622-7661.

'80 AIRSTREAM TRAILER, ex. condition. 456-1139.

SANPAN PONTOON, like new, seats 10. 637-3895.

SNOW TIRES, 2, 8.50x14, ex. cond., \$10. 432-3274.

7.5 HP ELGEN FISHING MOTOR, Low Boy, w-5 gal. tank, \$135. 485-5214.

CLASS I HITCH for Ford Bronco II, \$30. 486-1293.

WANTED

EXERCISE BIKE, good condition, reasonable. 747-0241.

DEATHS

Wayne J. Boester, 2604 Bellvue Drive, died May 9. He retired from GE in 1984.

Lorenz H. Korte, Grabill, died May 10. He retired from GE in 1977.

Alyce Fuchshuber, 416 Dalgren Street, died June 9. She retired from GE in 1968.

Jay Cornell, 1616 Reed Rd., died June 10. He retired from GE in 1958.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

PIANO, good condition, cheap; metal file cabinet. 744-6011.

GOOD USED TOOL & DIE or MACHINIST TOOLS. 485-7850.

ARBOR PRESS, #3 Greenard or similar. 432-1460.

FOR RENT

FLORIDA COTTAGE, Englewood, beaches, golf course, slips 6, nice, weekly, avail. now through Nov. 485-4264.

FURNISHED APT., New Haven, air cond., parking. 747-6788.

UPPER APT., Central area, 4 rooms & bath, prd util., furnished., \$185/mo. 456-7438.

SERVICE

CAR CARE - buff, polish, carpet shampoo; call aft. 7 p.m. 747-0035.

VIDEO TAPE SERVICE, all occasions - specializing in taping weddings. 447-4447.

SWEETCAKES THE MAGIC CLOWN SHOW - comedy, gorilla, balloons, flowers, candy & more. 745-1545.

CONTINUOUS GUTTER & SIDING - free estimate. 627-2858.

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

GOLF SCORES

Low Gross Scores: Jerry Gottschalk, 34; Jerry Cauble, 37; Eben Cobb, 38; Bill Sutton, Lyle Johns 39.

Low Net Score: Jerry Gottschalk, 32.

Low Putts: Jerry Cauble, 11.

Most Under Average: Steve Campbell, 5.1

Birdies - 2: Jerry Cauble, Lyle Johns, Jerry Gottschalk, Eben Cobb, 2.

- 1: C. Murphy, Peter Peterschmidt, Garry Pickett, Dave Reas, N. Shimer, D. Bell, Bill Sutton, 1

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Elex Calendar - July

7 Past Presidents' Meeting, 12 Noon, Casa D'Angelo's.

7 Partizan Chapter Meeting, 11:30 Noon, MCL Cafeteria, Southtown Mall.

9 Past Presidents' Meeting, 4:45 p.m., Elex Office, 6:15 p.m. Shrine Arabian Room.

9 Pen El Meeting, 11:30 a.m., Hall's Guest House.

11 Hawaii Vacation Meeting, 4:30 p.m., GE Club.

15 Partizan Chapter Meeting, 12 Noon, MCL Cafeteria, Southtown Mall.

16 El Par Chapter Meeting, 11:30 a.m., Al's Restaurant, Waynedale.

2-29 Hawaii Trip

23 El Par Board Meeting, 9:30 a.m., Atz Restaurant, Tillman Rd.

28 Honorettes, 1:00 p.m., Salem Church of Christ, 2401 Lake Ave.

Customer Service employees work through night to assist customer in emergency situation

Does providing good customer service mean leaving your home at midnight on a Saturday and staying through the daylight hours of Sunday to meet a customer's needs? Jim Bauserman, Jerry Peiper and Gary Sykes apparently think so.

The story began Saturday night, June 7, when Colonel Gracey from Fort Campbell, Ky., called with a potential immediate need for five motors.

A pumping station supplying 30,000 people with water had flooded and submerged five motors when a water main broke. Fort Campbell officials had to send the motors to a private service shop in Nashville for repairs. The shop informed Gracey they were unable to repair the motors until the following Tuesday.

The motors to be replaced were a Westinghouse 100 horsepower, Westinghouse 125 HP, Westinghouse 300 HP, Fairbanks-Morse 125 HP and Fairbanks-Morse 300 HP.

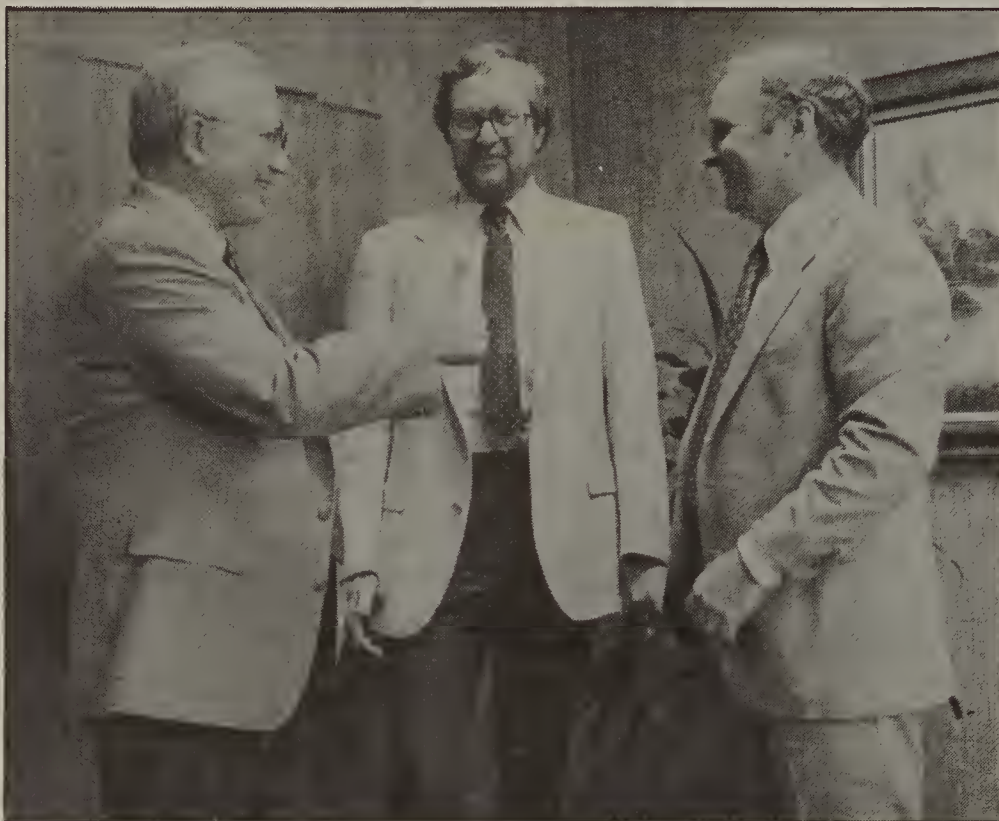
Sykes called at midnight

Sykes, manager of transition programs in Customer Service, was called at midnight to see what could be done to help Gracey. Sykes contacted Jim Bauserman, senior sales and application engineer, at home, and they both went into Building 4-6 to solve the problem.

"We called Colonel Gracey to let him know we were working on the problem, and he informed us that he would authorize a plane to pick up the motors in Fort Wayne," Sykes said.

Sykes also noted that Westinghouse representatives had told Gracey the best that could be done was wait for the repair shop to complete repairs. The Fairbanks-Morse motor could not be replaced.

The biggest problem was matching



From left, Frank Kurung, manager of the Customer Service Operation, congratulates Jim Bauserman and Gary Sykes for working a Saturday night into the daylight hours of Sunday to help a customer. Not pictured is Jerry Peiper, Baer Field Warehouse manager, who also took part in the all-night effort.

up the voltage from the GE motors with the Westinghouse and Fairbanks-Morse motors. Bauserman made an extensive application effort to find a fit. He called the private repair shop in Nashville to get some nameplate and physical-measurement information.

The repair shop told Bauserman the status of the repairs had changed

since they had talked to Gracey. They said three of the smaller units and one of the 300 HP units would be ready for operation by late Sunday afternoon. That meant that only one 300 HP motor was needed to get the pump station running by Sunday.

"The only thing we had close to the 300 hp motor they needed was a 509

frame at the GE Commercial Warehouse at Baer Field," Sykes said.

He and Jerry Peiper, warehouse manager, met at the warehouse around 4 a.m. and made some measurements on the 509 frame. Bauserman decided they had a fit, and Fort Campbell was advised of the service shop status and GE's availability to replace the 300 HP unit.

Fort Campbell officials said they would make a decision on the 509 frame by 8:30 Sunday morning. Sykes and Bauserman went home at 5 a.m.

At 8:30 a.m., Sykes called the base for a decision which they still were not ready to make. Approximately a dozen calls were made to Fort Campbell Commercial Warehouse personnel and the National Air Guard Unit at Baer Field. At 12:30 p.m. Sunday, Colonel Gracey told Sykes a helicopter would land at 3 p.m. at the Air Guard to pick up the motor. Commercial Warehouse personnel pulled and transported the motor to the Baer Field Air Guard for pickup.

Kurung comments

"That's a true-blue customer-service story," said Frank Kurung, manager of the Customer Service Operation. "The people at Fort Campbell thanked us over and over again for the outstanding service displayed by our people."

Sykes said, "Jim Bauserman was just outstanding. Several GE personnel and relatives were awakened in the middle of the night, but the task was accomplished."

Kurung added, "This particular order wasn't extremely large in terms of dollar sales. But these three gentlemen and everyone else involved proved that the size of the order doesn't matter. We're interested in helping every customer in any way we can."

'The people at Fort Campbell thanked us over and over again...'

Frank Kurung

Employees choose to retire in June

Ida Boldt retires with 19 years of service. She began as a coil injector at Taylor Street. She retires as a sweeper in the Wire Mill. "I am looking forward to retirement, travel, fishing and enjoying all the benefits GE has offered me. I'll miss all my friends at work."



Erva L. Barber retires with 26 years of service. She began as a brush and spring assembler in Building 4-3. She retires as a salvager in the Wire Mill. "I plan to travel some and enjoy my grandchildren thanks to GE's early retirement supplement. I will miss all my good friends at GE."



Howard J. Marsh retires with 23 years of service. He began as a packer in Building 4-2. He retires as a Motor repairman in building 6-2. "We plan to travel some and work at home and our church. I'll also do some woodworking. GE benefits are great."



Robert M. McCague retires with 23 years of service. He began as a milling machine operator at Winter Street and retires as a group leader in Building 6-4. "I plan to spend a lot of time at Sylvan Lake and do some traveling. I'll miss all my friends."



Dolores M. Marbaugh retires with 23 years of service. Marbaugh began as a stator finisher and lacer in Building 12-2, and retires as a receiving and inspection operator in Building 4-2. She was recently married. "I plan to relax and do the things I want to do instead of what I have to. I plan to live a long time."



Other June retirees are Mary L. Scott, Motor Production, Building 6-4; Janis B. Ealing, Motor Production, Taylor Street; Meredith J. Puryear, Power Supply, Building 26-4; and Beulah M. Shaffer, Motor Production, Taylor Street.

Monday is Deadline

June 30 is the last day employees may submit Connecticut General medical claims.



General Electric News

JULY 3, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 24

GENERAL PERIODICALS
NON-CIRCULATING

7 straight weeks

Section 14 sets record for promises kept

If anyone can identify with the phrase "records are made to be broken," Section 14 employees can. During the past three weeks, they've been setting and breaking their own record for promises kept.

As of last Friday, they had kept every promise to every customer for 17 weeks. The previous record, set more than five years ago, was 14 weeks.

"Section 14 employees really have a team effort going," John Pinnington, general foreman, commented.

He said a group of hourly employees representing each Section 14 area meets twice weekly to discuss progress being made toward keeping promises. Supervisors discuss promises-kept in their daily production meetings.

Paul Van Horne, expeditor, tracks motors through the production process to ensure that motors are on time, or replaced in case of rejected parts. He provides a weekly "promises-kept update" to each area.

Helping customers

An increasing desire on the part of Section 14 employees to serve customers has been a major factor in achieving the 17-week stretch, Pinnington said.

"I think people are becoming more aware that the customer is the only one who can create jobs," he commented. Ernestine Kelsoe, a quality repairwoman, said, "We're doing our darnest to please customers. We want them to give us more of their business and spread the word to other customers."

"If we don't get the orders out on time, we don't get the orders," said Andy Simmons, assembler.

Short-cycle orders

The Section 14 employees have responded extremely well to short-cycle orders, said Pat Palmisano, plant manager.

"In some cases, they have manufactured and shipped motors in a two-week cycle. The normal cycle is six weeks," he said.

He pointed to one instance when faulty material almost halted production of a short-cycle order. The material couldn't be replaced before the customer's deadline. But Section 14 employees, working with a Taylor Street technical specialist, treated the material in-house so it met the customer's requirement.

This exemplifies the dedication in



Left (from left), Victor Santizo, die caster, and Ed Jones, tool grinder, take part in a celebration of Section 14's 15th straight week of promises kept to customers. The employees received mugs for the achievement. As of last Friday, their promises-kept record was up to 17 weeks.

Below, Paul Van Horne, expeditor, and Doris Newman, packer, discuss the progress being made on a motor order. Van Horne tracks motors through the production process to ensure that motors are on time, or replaced in case of rejected parts.



Section 14," Palmisano said. "The employees are solving problems rather than using them as excuses."

As far as the customer is concerned, there are no excuses for not delivering on time, said Palmisano.

"Some customers have a just-in-time (JIT) material system. They demand delivery within a certain window, which is a specified period of time such as one or two days. Delivering outside this required window is totally unacceptable performance to our customers," Palmisano noted.

In addition, he said, most customers do not keep motors in stock, and plan their production schedules to coincide with the promised delivery of their motors.

Requirements for promises kept

A promises-kept record depends on many factors, such as good employee

attendance, quality raw materials (on time), correct specifications, and equipment that operates properly, Palmisano said.

"Above all, it is important that employees have an understanding that

promises-kept is more than just a record; it's vital to our credibility as a supplier, and vital to our jobs. This understanding has been key to Section 14's success over the past 17 weeks."

'This exemplifies the dedication in Section 14. The employees are solving problems'

Palmisano

Employees take tomorrow off



July 4 is one of 10 paid holidays negotiated with unions in 1985.

Correction to last week's GE News

Last week, the GE News incorrectly reported that Robert M. McCague, retiring in June, has 23 years of service. McCague has 44 years of service. We apologize for the mistake and wish McCague a happy retirement.

Construction nears completion

Bank branch opening expected this month

Fort Wayne National Bank and General Electric officials announced that construction of a new bank branch in Building 21 is nearly finished and the branch should be in operation by July 14.

Tom Linnemeier, senior vice president of Fort Wayne National, said the branch will offer regular banking services - with the exception of safety deposit box rental - to all Fort Wayne GE employees.

The branch will also perform some

operations tailored to meet General Electric needs, according to Don Schaadt, GE personnel accounting manager. These operations include cashiering functions for the Component Motor and Specialty Transformer operations, and travel-and-living expense processing for the Component Motor Operation.

Schaadt said the branch will be open during regular first-shift hours.

A more detailed listing of services offered by the branch will appear in a later issue of the GE News.

GE Women's Club Convention planned

The 1986 Midwest GE Women's Club Convention will be held at the Marriott Hotel in Schaumburg, Ill., on September 26, 27 and 28.

Registration is \$50; hotel room is \$50 per night; bus transportation is

\$28.50; Elex lapel pin is \$2; Long Grove excursion is \$12; and a tour of downtown Chicago is \$17. The women will also have time for shopping.

Interested women should call the Elex office, 428-3240 for reservation forms.

Adlets

FOR SALE

- '74 OLDS DELTA 88, 4 dr., 1 owner, 53,000 actual miles, good cond. 625-4932.
- '40 CHEVY MASTER DELUXE V-6; '48 Dodge Aries Sports Coupe, 2 dr., V-6. 447-4447.
- NE CORNER LOT, 1.04 acres, very good location, restricted, \$10,500 by owner. 485-3358.
- LADIES' DIAMOND RING, 1/2 carat, appraised value \$1,795, asking \$795. 484-6526.
- '77 DODGE VAN CONVERSION, 3/4 ton, auto, insulated, \$2,700. 744-6513.

- TIMBER LOTS, State Hwy #108, 10-20 acres, 20 mi N of Texarkana, \$1,000/acre, a.m. 485-8546.
- '79 HONDA XR80, good cond., \$250. 747-0381.
- '77 CAMARO, pwr, air, cass. player, very good cond., must see. 639-3793.
- GE REFRIGERATOR, 16.6 cu. ft.; GE prtbl dishwasher; 20' shuffleboard & counter. 749-4407.
- CEMETERY LOT, 2 spaces & vaults, 1 comp. marker, Highland Pk, \$1,450. 483-4652.
- '78 DATSUN B210 HATCHBACK, 4 spd., dependable, \$800. 432-9038.
- V-HULL FIBERGLASS BOAT, 16', 90 HP Evinrude, trlr. 745-2764.
- '71 CHEVY HALF-TON PICK-UP, 6 cyl, 3 spd, good cond., dependable, \$800. 744-6555.
- PATIO SLIDING SCREEN DOOR, wht, good cond., \$12. 485-2520.
- '79 FORD SUPERCAB, 62,000 miles, runs good, looks good, call aft. 4 p.m. 672-8702.
- GE STEREO CONSOLE COFFEE TABLE, AM-FM stereo, 4 spd, auto shutoff, all wood, records. 489-3218.
- SNOW TIRES & WHEELS, 14", 2, good condition. 447-5098.
- '85 MONTE CARLO SS, loaded, 13,000 miles, ex. cond., \$12,800. 1-357-4638.
- '77 MERCURY OUTBOARD on 15' tri-hull, 85 HP, open bow, pwr lift & trim, many extras. 493-4149.
- SINGER SEWING MACHINE in walnut case, \$45. 485-6974.

- SEARS 5000 BTU AIR CONDITIONER, good condition. 456-2606.
- HOLLYWOOD STYLE SINGLE BED, springs & mattress, \$65. 432-3274.
- '79 FORD WINDOW VAN CONVERSION, rebuilt eng. & trans., call aft. 5:30 p.m., \$3,000. 637-6757.
- MINOLTA X-700 35 MM CAMERA, case, Vivitar flash, aft 5 p.m. 745-0082.
- '74 MUSTANG II, high mileage, but clean, \$650. 485-7756.
- '75 KAWASAKI 500, cream puff, \$650, 7-12 p.m. 432-0856.
- PATIO PORCH COVER, make an offer. 1-356-1627.
- 120 BASE KEY ACCORDIAN, sell or trade for 48 key. 747-5463.
- ANTIQUE OAK BUFFET w-mirror; antique oak Morris reclining chair. 632-4733.
- '79 HONDA-750cc-K MODEL-LTD. ED., many acc., mint cond., adult owned, low mileage. 724-9388.

- CONCRETE CONSTRUCTION - repair/replace. 456-1187.
- CONTINUOUS GUTTER & SIDING, free estimates. 627-2858.
- LIVE MUSIC for weddings, parties, all occasions. 432-9397.
- SWEETCAKES THE MAGIC CLOWN SHOW - picnics, reunions, clown car, live animals. 745-1545.
- EXPERT PAINTING - experienced, in or out. 432-3305.

FREE

- PUPPY, part Beagle, male, 7 weeks old. 637-8365.

FOR RENT

- FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly, avail now through November. 485-4264.

SERVICE

- CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.
- 5 PC. COUNTRY & WESTERN BAND has open dates for weddings, parties, dances, etc. 489-3704.

In memory

George V. Kraus, 1229 W. Wayne Street died June 21. He retired from GE in 1966.

Summer scramble tee times

Time	Team	Handicap
8:00	McBride, Sutton, Buckmaster, Bradtmueller	1
8:07	Jones, Hill, Cauble, Fogle	3
8:14	Parlow, Bashelier, Baughan, Olwine	2
8:21	Gottschalk, Pickett, Phillips, Brokaw	1
8:28	Thurber, Harris, Hobbson, Johns	3
8:35	Stillinger, Peterschmidt, Bauer, Tom	
8:42	Stauffer, Baker, Wells, Suelzer	5
8:49	Patterson	
8:56	Trahin, Nevers, Schoenherr, Gingrich	4
9:03	Stewart, Stauffer, Shaw, Abel	4
9:10	Ross, Becker, Norris, Martin	3
9:17	Ernst, Burns, Erxleben	
9:24	Priddy, Brown, Jackson, Fuelling	4
9:31	Hagadorn, Hahn, Reidenbach, King	4
9:38	Larry Wright	
9:45	Smuts, Moore, Patrick, McDonald	6
9:52	Blackburn	
9:59	Coffee, Hooker, Littlefield, Funk	1

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE, IN 46801



General Electric News

JULY 10 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 25

End-product imports increase, exports decrease as MBG, customers lose share in their markets

An increasing number of imported products with motors already built to them is making it tough on the Motor Business Group and its customers, says Dick Steele, manager of marketing research and forecasting. Last year, approximately 19% of the total motor market consisted of imported motors mounted on imported end-products. This is up from 13% in 1981.

"The bottom line to end-product imports is that our customers are losing share in their U.S. markets. Every time our customers lose a sale, we lose a motor sale," Steele said.

End-product exports

Compounding the problem is that fewer U.S. end-products with motors are being sold overseas. End-product exports with motors have been cut in half since 1981.

"Again, this means a loss of business for our customers and us," Steele commented.

He said the increase in end-product imports and the decrease in end-product exports have had their most damaging effects on customers in the commercial and industrial markets. Fort Wayne Motor operations make motors for these markets.

What's the answer?

The Motor Business is forming stronger partnerships with customers to help them win against foreign competition, Steele noted.

"Our customers' business challenges are becoming our business challenges," he said. "We have a wide array of General Electric resources that we can use to help them."

Now more than ever, Steele said,

customers need value in what they buy.

"The traditional definition of value - the best quality product for the best price - still applies," he said, "but it means even more than that: We have

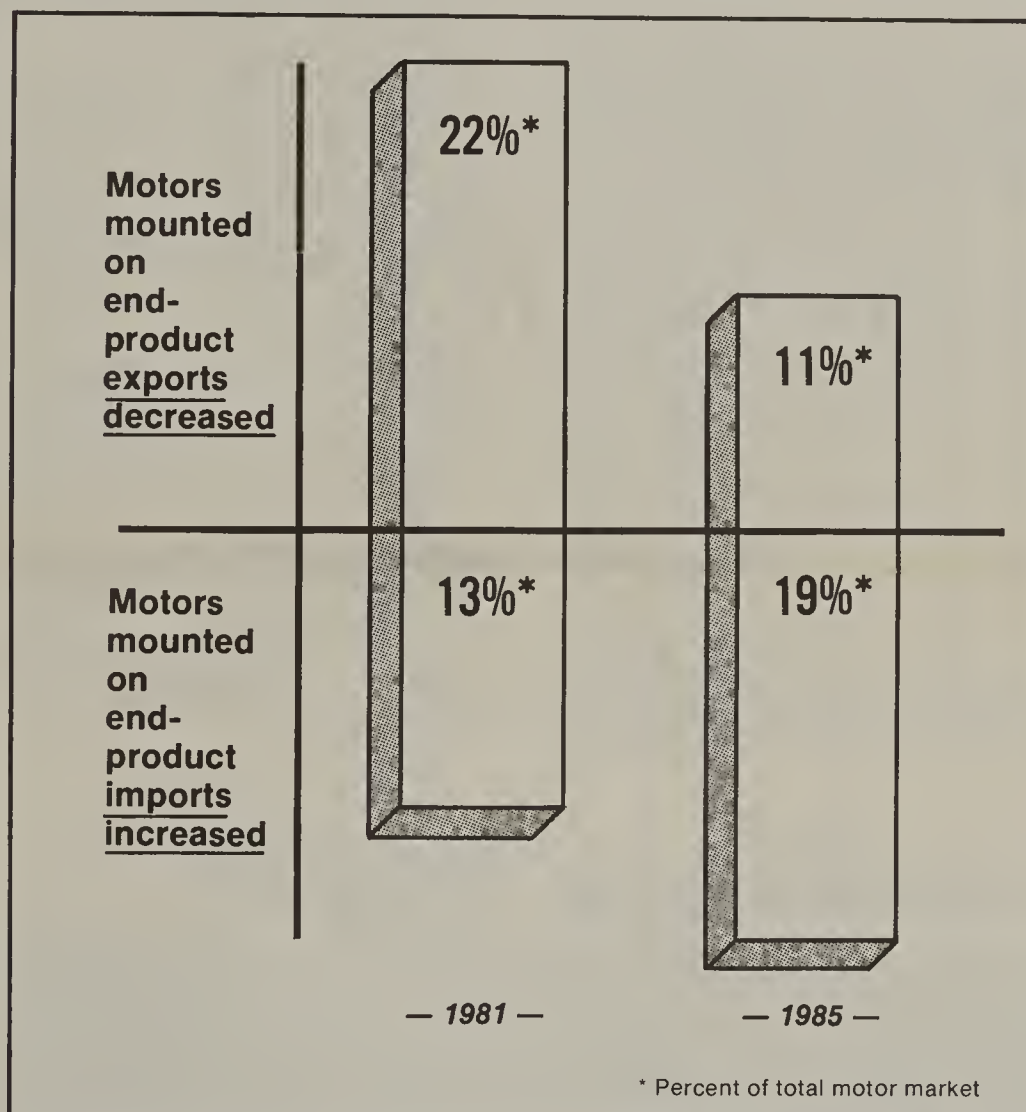
to make sure customers get the right motor for their application.

"With cost being a primary issue in business, our customers can't afford to buy more motor than they need. That's why we have moved to a new func-

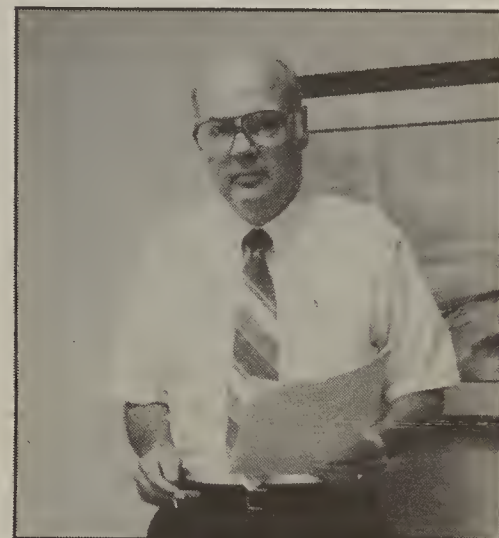
tional organization with a market focus instead of a product focus. This system makes selling any motor in any market much easier.

Customer service

"Another thing we're bringing to our customers is world-class service through our new Fort Wayne Customer Service Operation and through



Foreign motors mounted on imported end-products captured a larger share of the motor market in 1985 than in 1981. In contrast, U.S. motors on exported end-products accounted for a smaller share of the total motor market in 1985 than in 1981. This shift is worth more than \$500 million in motor market value.



Dick Steele, manager of marketing research and forecasting, says MBG employees should think of the customer as their employer.

new work concepts (i.e. self-directed workforce, Excellence Through Quality) to improve the efficiency of our service and the cost and quality of our motors."

Asked what individual GE people can do to help, Steele responded, "Everyone should think of the customer as their employer. It's vital that each one of us constantly strives for perfection in our work in order to make our customers winners and ourselves winners."

Another check coming soon to some GE employees

Some GE hourly and nonexempt-salaried employees this month will receive an extra check under the Special Wage or Salary Payment provision announced in the summer of 1985. Getting this additional money are those whose qualified earnings over the one-year measurement period exceeded the earnings estimated for them last July.

In July 1985 most hourly and non-exempt-salaried employees received an "advance" lump-sum payment which, before deductions, amounted to 3% of their projected total straight-line earnings from July 1, 1985 through June 30, 1986.

Now that the measurement period is over, the actual qualified earnings

for each eligible employee are being calculated. Qualified earnings include pay for time worked and time not worked (such as holidays and vacations), but not last July's lump-sum payment or other special payments such as Income Extension Aid, weekly sickness and accident benefits, and suggestion awards.

If an individual's qualified earnings were higher than projected last July (because of reasons such as overtime, night-shift pay, or promotion to a higher-rated job), there will be an "adjustment payment" to make up the difference.

For example, if an individual's qualified earnings for the measurement period were \$25,000, the Special Wage

or Salary Payment would be 3% of this, or \$750. If that person received an advance payment of \$700 in July 1985, the adjustment payment will be \$50 (\$750 minus \$700).

No "pay-back"

There is no "pay-back" or repayment under this provision. If an individual's actual qualified earnings were less than they were estimated last July, there will be no additional payment this month. Likewise, no employee will be asked to return an overpayment received last July.

Those eligible for the Special Wage or Salary Payment include:

- those on the GE active payroll July

1, 1985, and

- those off the active payroll July 1, 1985 but who returned to work during the measurement period with continuity of service unbroken.

Those who are eligible for this special payment but returned to work too late last year to receive an "advance" payment will get a check this month for the full 3% of their qualified earnings during the measurement period.

Hourly Motor and Transformer employees who are to receive the additional payment will get their check on July 16. Non-exempt salaried Motor and Transformer employees receiving the payment will get their check on July 18. AEECD employees will be notified of their distribution.

'Reasonable and customary' provision can be money-saver for employees

Awareness of the "reasonable and customary" provision of GE's Comprehensive Medical Expense Insurance Plan could save employees many dollars.

This provision is designed to protect employees and the company against medical bills which are higher than reasonable and customary amounts.

Connecticut General Life Insurance Company decides whether or not a bill is reasonable or customary on the basis of medical-fee information about that specific medical service in that geographic area of the country.

"To make sure this provision serves you well," said Homer Jennings, manager of benefits, "you should take four steps when you or a covered dependent is to have surgery or other medical treatment."

Four steps

1. Tell your doctor the GE Insurance Plan provides benefits for "reasonable and customary" fees as determined by the insurance company. If the doctor needs further information, suggest the insurance company be contacted. Don't agree in advance to pay the doctor a specific amount. If asked to sign a statement before the service is rendered, read it carefully to make sure you are not agreeing to pay for a fee which is above a reasonable and customary amount. If the doctor insists on an advance agreement, ask the insurance company to review the fee to determine if it's reasonable and customary.
2. Authorize payment of benefits



directly to the doctor by completing the assignment section of the Plan's claim form. This allows the insurance company and doctor to work out problems if the charge appears to be higher than reasonable and customary.

3. After the insurance company has paid the doctor the benefits it allows on the basis of the reasonable and customary charge, you should then pay only the balance, if any, between the benefits paid and the reasonable and customary charge. Your payment will be your deductible and coinsurance amounts. If you have not made a commitment to the doctor regarding his or her charge, you are not required to pay in excess of the reasonable and customary amount determined by the insurance company.

4. If you've followed the first three steps, and the doctor insists you pay an additional amount over and above the reasonable and customary charge, advise the insurance company as soon as possible so it can work with the doctor on your behalf. In the meantime, make no further payment to the doctor.

Financial and legal protection

"By following these four steps, you'll have the financial protection of this reasonable and customary provision," Jennings said. "This could save you quite a bit because you pay 15% of surgical charges exceeding \$500 in a calendar year, as well as 15% of non-surgical medical charges (50% for certain mental treatment) after you have met the Plan's deductible provisions. So the smaller the total charges, the less you'll have to pay."

If a doctor brings legal action against you to collect a balance above the reasonable and customary charge, the insurance company will arrange to defend you - provided you haven't made any commitment to the doctor regarding the amount of the charge.

If as a result of legal action, it's required that the doctor be paid more than the reasonable and customary amount - and if that requirement is not due to any commitment made by you to the doctor regarding the amount of the charge - the insurance company will pay benefits based on the legally determined charge. You will pay only the amounts due because of your deductible or coinsurance.

Employees who have questions about reasonable and customary charges should call Connecticut General, at 1-800-243-5771.



A Public Service Message Ad Council U.S. Department of Transportation

Economic conditions force companies to lay-off workers, cut costs

Intense competition and world-wide pressure to cut costs have forced many American businesses to continue to lay-off both white-collar and blue collar workers, according to a recent article in the Wall Street Journal.

"What's going on today is a tremendous and absolutely necessary change in the world of work," says Herbert Northrup, a professor of industry at the Wharton School of the University of Pennsylvania.

Necessary to stay competitive

The article points out that these actions are necessary in order to be competitive in the long-term in a world economy.

Chevron Corp. has announced that it will cut 15% of its 61,000 employees with most of the cuts to affect those in administrative functions. General Motors and Ford have said that they will continue to reduce their white-collar workforces by 20% by 1990. And Eastman Kodak plans to reduce its worldwide workforce by 10% this year, cutting about 13,000 jobs out of 129,000.

The reason stated by Kodak's Chief Executive Officer Colby Chandler could be echoed by many CEOs around the country: "This action is unpleasant but unavoidable in view of an intensely competitive environment and the relentless pressure of rising costs."

Even industries that had been spared during recessions have had to reduce employment due to the worldwide competitive environment. Last year Texas Instruments Inc. laid off 2,200 people. And this year, Hewlett-Packard, which had never had a layoff in its history, offered early retirement to 1,800 employees.

Elex officers installed for 1986-87



The 1986-87 Elex officers were installed in early June. They are (seated) Cindy Slater, secretary; Ann Day, 1st vice president; Fred Eckart, Company representative; Lois Fuhrmann, president; Edith Van Doorn, 2nd vice president; (standing from left) Joan Hoover, assistant treasurer; Lois Perrine, director; Brenda Hambleton, director; Shirley Beard, director; Phyllis Petry, trustee; Diane Fultz, director; Marge Frain, director; Dee Jackson, trustee; and Sally Eichhorn, treasurer. Geneva Daugherty, director, is not pictured.

Discount on theater tickets offered

General Electric employees in Fort Wayne are being offered a \$3 discount on \$8 and \$6 tickets to see the comedy "Ten Little Indians" and the musical "The Pajama Game" live at the Foellinger Theater.

"Ten Little Indians" will be performed on Friday, July 25, and Saturday, July 26. "The Pajama Game" is scheduled for Friday, Aug. 8, and Saturday, Aug. 9. All shows begin at 8:30 p.m.

The coupon below will be valid up to showtime and must be exchanged at

the Foellinger Theater Ticket Office. Reservations can be made by calling 482-2785.

The shows are part of a summer theater series by the Ball State University Theater Department and the Fort Wayne Parks Department. The actors come from university and professional backgrounds.

The musical "Chicago," the last production of the series, will be presented Aug. 22 and 23. A coupon for this production will appear in a later issue of the GE News.

GE NEWS DISCOUNT COUPON

☐ TEN LITTLE INDIANS
☐ THE PAJAMA GAME

Name

Address

City State Zip Phone

Number of tickets: at \$ at \$3

TEN LITTLE INDIANS - Good until showtime, 8:30 p.m. on July 25 and 26.
THE PAJAMA GAME - Good until showtime, 8:30 p.m. on August 8 and 9.
Reservations can be made by calling Foellinger Theater, 482-2785.

GE NEWSLINE

GE/RCA merger-related changes announced

General Electric has announced merger-related organizational changes involving the consumer electronics and semiconductor businesses.

Richard W. Miller, executive vice president, Consumer Products and Entertainment at RCA, has been elected a General Electric senior vice president and will head the company's Consumer Electronics Business.

Reporting to Miller in his new position will be Jacques A. Robinson, vice president and general manager of GE's Consumer Electronics Business, and Jack K. Sauter, RCA group vice president, Consumer Electronics and Video Components. Miller's office will be located in Fairfield, Conn.

As announced earlier, the two businesses are being operated independently. Three outside consulting firms are studying the best way to coordinate the activities of the RCA and General Electric consumer electronics businesses. The studies are expected

to be completed late in the year.

Semiconductor Business

Several changes in the organization of GE and RCA semiconductor activity were also announced. James E. Dykes continues as vice president and general manager of General Electric's semiconductor business.

Carl R. Turner, an RCA division vice president and general manager, has been elected a General Electric vice president and appointed general manager of the Solid State Division reporting to Dykes. Turner continues to head RCA's Solid State Division and will assume responsibility for certain activities of General Electric's Semiconductor Business.

The GE/RCA integration team continues to study the best way to coordinate the activities of the General Electric and RCA semiconductor/solid state businesses. The two businesses will operate independently until the team's work is completed.

Mechanical engineering students rate GE first choice as employer

NEW YORK - According to a recent survey conducted by the McGraw-Hill publication "Graduating Engineer," General Electric is the No. 1 choice for employment among students graduating with degrees in mechanical engineering.

Nineteen percent of the students picked GE; 18% named General Motors;

and IBM was selected by 17%.

GE has finished first in the survey each of the last three times it has been conducted - in 1981, 1983 and 1985.

In terms of all engineering disciplines combined, GE finished second to IBM as the preferred choice of graduating engineering students.

Adlets

FOR SALE

PING PONG TABLE, \$35. 627-3106.

'79 HONDA, 750 CC, K mdl, ltd ed., many access., mint cond., adult owned, low mileage. 724-9388.

WINDOW AIR CONDITIONER, like new, 9,800 BTU, 110V, cheap. 485-1898.

GARAGE SALE, 2117 Bayside Ct., July 12, 9-3 p.m.

24' WILDERNESS TRAVEL TRAILER w-twin beds, full bath in rear, awning, slps 6. 744-0199.

'78 AMC PACER, good running cond., body bad, \$25 or best offer, call aft. 10 p.m. 749-0298.

GOLF CLUBS, 2-9, wedge, 3 woods. 432-9147.

GAMEFISHER ELECTRIC FISHING MOTOR, 15 spd, like new. 456-1568.

'80 MONTE CARLO, 6 cyl, auto trans, pwr, AM-FM. 747-5461.

HOSPITAL BED, adj. side rails, like new, \$175. 1-357-5245.

'75 KAWASAKI 500, cream puff, \$650; call 7-12 p.m. 432-0856.

JASON CAP FOR PICK-UP TRUCK, 6 mos. old, like new, \$175, 8-2:30 p.m. 432-3709.

GE WINDOW AIR CONDITIONER, 5,000 BTU, 17" deep, 22" lg, 16" high, \$25. 482-8925.

'73 CHEV IMPALA, 4 dr., V8, auto, pwr, air, fair cond., \$495. 485-4790.

MISC. ITEMS: tools, hardware, books religious & other, records. 747-5154.

CAMP ACROSS U.S.A. - \$1/night lifetime membership. 747-5463.

'74 MUSTANG II, good cond., \$650. 485-7756.

'78 DATSUN B210 HATCHBACK, 4 spd, ex. cond., \$800. 432-9038.

EXERCISE MATS, new, discount priced, \$12. 493-4002.

'77 BMW R100S MC, 1000 CC, very good cond., best offer. 1-267-5824.

EXERCISE BICYCLE, Chaparral, ex. cond. 447-5128.

AIR COMPRESSOR, Campbell-Hausfield, 1 HP, \$225. 637-5488.

'40s FURNITURE: 5 pc. bedroom suite, sofa, & more. 424-2018.

ALUMINUM STORM WINDOWS, ex. cond., szs.: 36"x 38-1/2", 36"x 54-1/2", 38"x38-1/2". 744-6544.

WANTED

UTILITY TRAILER, \$50 or less. 426-2631.

TO DO EXPERT PAINTING - interior & exterior, estimates. 424-0277.

EXERCISE BIKE, good cond., reasonable. 747-0241.

LAKE COTTAGE BY THE WEEK. 483-0343.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOR RENT

STORAGE SPACE for cars, snowmobiles, boats, etc., no birds. 636-7264.

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, wkly, avail now through Nov. 485-4264.

UPPER APT., Central area, 4 rms & bath, pd util., furn., \$185/mo. 456-8293.

SERVICE

HANDYMAN WANTS ANY ODD JOBS, NE only, reasonable. 485-7160.

DJ MOBILE, music for weddings, parties, all occasions. 447-4447.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

LIVE MUSIC for weddings, parties, any occasion. 432-9397.

SWEETCAKES THE MAGIC CLOWN SHOW - live animals, clown car rides, animals balloons. 745-1545.

CAR CARE - buff, polish, carpet shampoo, aft 7 p.m. 747-0035.

CONTINUOUS GUTTER & SIDING, free estimates. 627-2858.

In memory

John O'Neill, 5018 Ashland, died June 25. He retired from GE in 1963.

Emily M. Nierman, Colon, MI, died June 26. She retired from GE in 1968.

Golf

Low Gross Scores: Eben Cobb, 35 & 37; Bill Sutton, Bill Green, 38; Phil Ross, Roy Brokaw, Jim Closson, Lynn Bradtmueller, 39.

Low Net Score: Phil Ross, Jim Closson, Eben Cobb, Ken Garrison, 31.

Low Putts: John Stark, 13.

Most Under Average: John Stark, 7.5.

Birdies: Eben Cobb, 4; Bill Green, 2; Web Simpson, Ron Blackburn, Roy Brokaw, Max Witzgreuter, Lyle Johns, Glen Cole, Bill Sutton, Ken Wyman, 1.

Elex Calendar - August

- 4 Partizan Board Meeting, 11:30 a.m., MCL Cafeteria, Southtown

13 Pen El, 12 Noon, Trip to Union Station

18 Elex Executive Board Meeting, 4:45 p.m., Elex Office
- 19 Partizan Chapter Meeting, 11:30 a.m., Botanical Conservatory, 1100 S. Calhoun.

25 Honorettes Social Meeting, 1:00 p.m., Salem United Church of Christ, Lake Avenue.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale*
☐ Wanted
☐ For Rent*
☐ Free
- ☐ Ride Wanted
☐ Riders Wanted
☐ Lost
☐ Found
☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name

Address City

Home Phone Bldg.

The item(s) referred to in this ad are in no way connected with any business venture

Signature

Plant Protection officers aid customer service effort

Two weeks ago, the GE News reported that three Customer Service Operation employees had worked through a Saturday night to assist Fort Campbell, Ky., after a water main broke there submerging five motors.

Since the article was written, the GE News has learned that Lynn Ertel and Ronnie Gibson, Plant Protection officers, initiated the effort upon receiving the original call from Fort Campbell late Saturday night.

"Colonel Gracey (Fort Campbell official who called) said 30,000 people would be without water until the problem was solved," said Ertel. "There was no way I was going to tell him to wait until Monday."

Ertel made calls and left messages with the appropriate people. Gibson, who took over for Ertel at shift change, followed up to make sure the problem was being taken care of.

Frank Kurung, manager of the Customer Service Operation, said, "It's a credit to our organization and these officers that they took charge of the situation. Customer Service is everyone's responsibility."

GE auction this Saturday

There will be an auction held at Taylor Street beginning at 10 a.m. this Saturday.

A variety of machinery, equipment, office furniture and miscellaneous items will be auctioned off.

Everyone invited

Space left for Elex baseball trip

Reservations are still available for the Elex Club's trip to see the game between the Cincinnati Reds and Chicago Cubs Sept. 6. The trip costs \$45 for Elex members and \$47 for non members. A horse race at Litonia Race Track is also included. For more information or reservation forms, call the Elex office at Ext. 3240.

Opens July 14

In-plant bank offers full range of services

The Fort Wayne National Bank branch scheduled to open in Building 21 July 14 will offer a full range of banking services to GE employees, says Connie Di Filippo, branch supervisor.

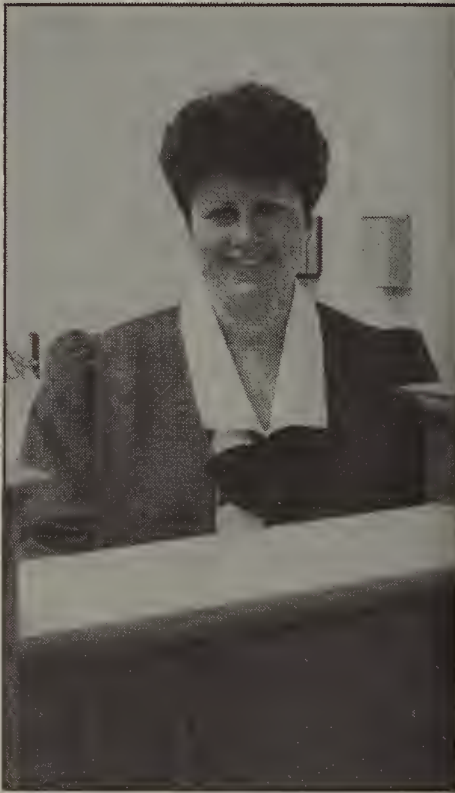
Savings and checking accounts, loans of all types, international banking and credit cards are just some of the services to be handled in the new branch.

"We'll offer the same services as any other Fort Wayne National branch, with the exception of safety-deposit box rental," Di Filippo noted.

The branch will cash paychecks for any GE employee. Personal checks, including third-party checks, will be cashed only if the employee has an account with the bank.

Fort Wayne National offers the Owl Bank service, with automatic tellers located throughout the Fort Wayne area. Although there won't be an Owl automatic teller in Building 21, employees may apply for this service through the new branch if they have a Fort Wayne National savings or checking account.

The Building 21 branch will be open Monday through Friday from 9 a.m. to 2:30 p.m. and 3 p.m. to 4 p.m. Hours are subject to change based upon customer needs.



Di Filippo

Reservations, ballots due Aug. 21 for Quarter Century Club Outing

President



Ray Fischbach
Retired



Dave Terveer
Retired Decatur

Asst. secretary



Phyllis Penrose
Building 4-6



Mary Stolz
Taylor Street

Directors (vote for two)

Ron Fisher, Taylor Street
not available for photo



Helen Deahl
Retired



Elmer Matthews
ECD



Beverly Thomas
Taylor Street



Richard Zauner
Wire Mill T.S.

Reservations for the 1986 Quarter Century Club Outing can be made at the same time ballots are cast for new officers by mailing in the form below.

The outing will take place Sept. 6 at the Memorial Coliseum. All members who have 25 or more years of service are invited to participate in the fellowship, food and door-prize drawings.

The form should be mailed so that it reaches Morrell Travis at the address shown by Aug 21.

Quarter Century Club Outing Reservation Form & Ballot

Outing: September 6, 1986
Reservation deadline: August 21, 1986

☐ Yes, I will attend
☐ Sorry, I can't make it

(You must be a Quarter Century Club member to attend and be eligible for prizes.)

Signature _____

President (vote for one)
☐ Ray Fischbach, Retired
☐ Dave Terveer, Retired Decatur

Assistant Secretary (vote for one)
☐ Phyllis Penrose, Building 4-6
☐ Mary Stolz, Taylor Street

Directors (vote for two)
☐ Helen Deahl, Retired
☐ Ron Fisher, Taylor Street
☐ Elmer Matthews, ECD

☐ Beverly Thomas, Taylor Street
☐ Richard Zauner, Wire Mill T.S.

Mail this form using internal mail to: Morrell Travis, Section 14
or
if mailing from outside the plant, in the U.S. mail, use this full address:
Morrell Travis
General Electric Co. - Section 14
2000 Taylor Street, P.O. Box 2205
Fort Wayne, IN 46801

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Editor
Vance Meyer

Manager
Bill McShain



General Electric News

JULY 17 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 26

Shutdown Briefs

Paycheck distribution schedule listed

Paychecks for Motor and Transformer hourly-paid employees on vacation will be available during Shutdown from 8:30 to 11:30 a.m. on Wednesday, July 23; Wednesday, July 30; and Wednesday, Aug. 6. Wire Mill and ACSD will have Vacation Shutdown during the first two weeks only.

Checks for Motor and Transformer employees will be distributed at the following locations:

Specialty Transformer and Power Supply: Payroll office, Building 18-1.

Hourly Motor employees - (Taylor Street, East Broadway, Area Services, Transportation, Wire Mill, West Broadway): Payroll Office, Taylor Street.

ACSD employees - No change in payroll procedures.

Gate schedules change during Shutdown

Here is the gate schedule for Fort Wayne plant locations during Shutdown:

West Broadway - Open 24 hours for pedestrian traffic seven days per week. Open for vehicle traffic 4 p.m.-6 a.m. Monday through Saturday and all day Sunday. Normal hours will be resumed Aug. 4.

East Broadway - Will close at 5 p.m., July 18 and reopen to normal operations Aug. 4.

College Street - Will close at 8 p.m., July 18 and remain closed until 6 a.m., Aug. 4 when it will return to normal operations.

Lindley Street - Starting July 21, this gate will be open on first shift only, 6 a.m. to 4 p.m. Monday through Friday. Will return to normal operations Aug. 4.

Fairfield Avenue - No change.

Taylor Street - No change.

Business as usual for EAP

The Employee Assistance Program will have "business as usual" during Vacation Shutdown with one exception: between July 21 and Aug. 1, EAP Coordinator Dag Arnold will be in his office at Park Center instead of Building 21.

"Since most employees are away from work during Shutdown, this is a good time to talk at a place away from the employees job site," explained Arnold. He may be reached at Park Center by calling 482-9111. The counseling service is available 24 hours a day.

During the third week of Shutdown, Aug. 4-8, employees may call Arnold at his office in Building 21 or at Park Center. The EAP phone number in Building 21 is 428-3671.

Dispensaries closed for two weeks

Dispensaries at Taylor Street and in Building 21 will be closed during Fiscal Weeks 30-31, July 21-Aug. 1.

They will reopen for regular hours on Monday, Aug. 4.

Volunteer Fire Dept. picnic Aug. 23

General Electric Volunteer Fire Department members are invited to a picnic Aug. 23 at the Southwest Conservation Club. The picnic begins at 11 a.m. and ends at 6 p.m.

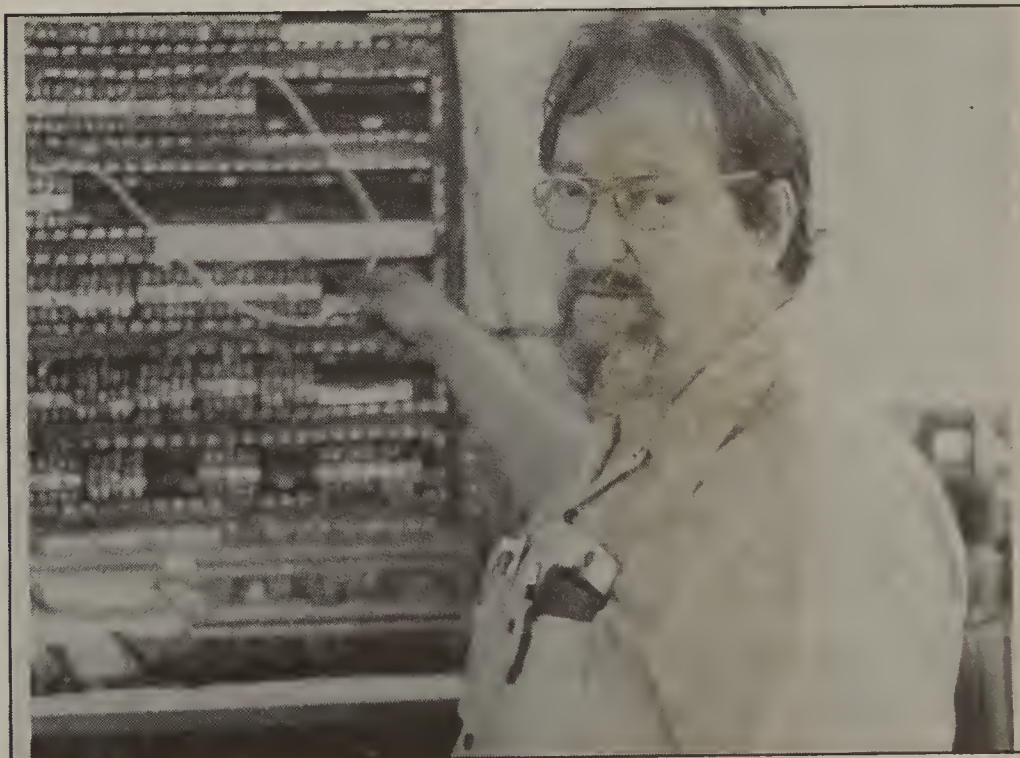
Elex-sponsored trip

Aloha! Employees to spend Vacation Shutdown in Hawaii



Barbara Bowling, STO tester; Roger Hartman, Power Supply group leader; and Barbara Patrick, Power Supply finisher, are among the 55 GE employees and guests who will be going on an Elex-sponsored trip to Hawaii during Vacation Shutdown. The participants will visit Waikiki, and some will also visit Maui. Approximately 2,500 Fort Wayne employees will take a paid vacation during the Shutdown, which lasts from July 21 to Aug. 9 (Aug. 1 for ACSD employees).

Maintenance employees prepare for Vacation Shutdown projects



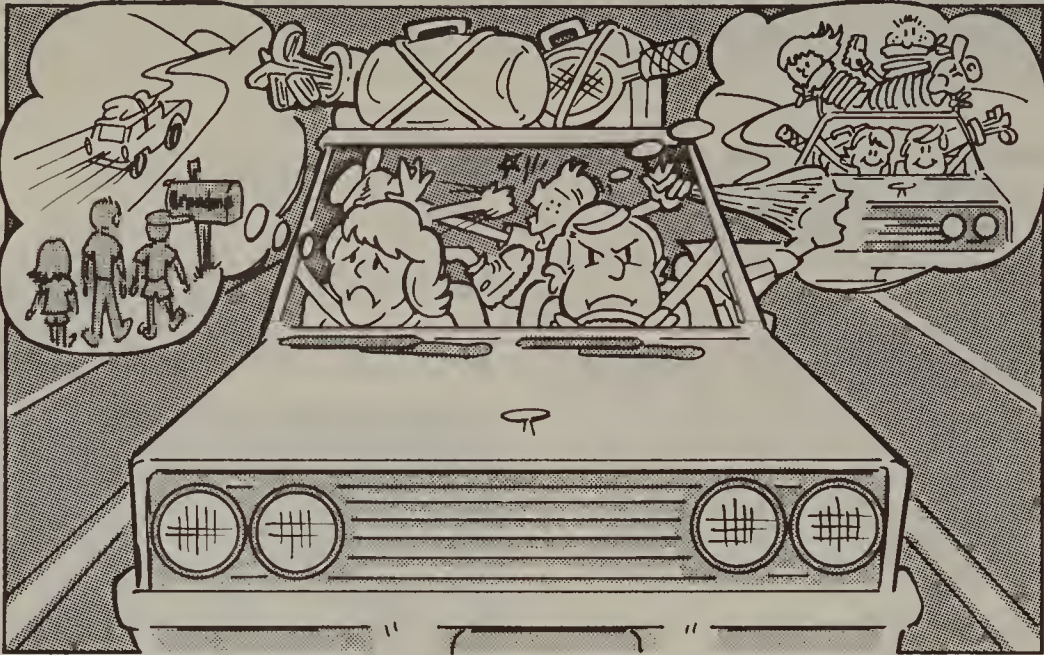
Jack Teegardin, electrician, is one of about 80 maintenance employees who will tackle 174 projects during Vacation Shutdown. Teegardin will install programmable controls on a key stacker in Building 4-4. Jim Webber, Motor Maintenance manager, said projects to be completed during Shutdown range from cleaning stacks to rearrangements to preventive maintenance projects which ensure maximum up-time of equipment. "These projects represent investments we're making in our plants to help keep the Motor Business competitive," Webber said.

EAP counselor says plan ahead

Some tips for traveling with children in the car

"It's a good idea to plan ahead if you're traveling with small children in the car," said Dag Arnold, Employee Assistance Program counselor. Following are some tips he suggests to help beat boredom, ensure safety, and make everyone's trip more enjoyable.

- Pack a surprise bag for each child. It may include small inexpensive items such as toy cars, dolls, puzzles, books, Band-Aids, crayons and a coloring book or pad of paper, or anything else that might be of interest to them (Avoid pointed objects as they can be hazardous in case of an accident or quick stops and turns.) This is great to give them after you've been on the road for a few hours.
- Make up a scavenger hunt list of things to locate on the trip, such as cows, a tractor, a camper, a McDonald's sign etc. For older children, a more difficult list will keep their attention longer.



- Stop every one or two hours if you can. This allows everyone in the car to stretch; it decreases "cabin fever";

and, most importantly, gives the driver a chance to rest his or her eyes. Historical markers are good places to stop

- because they are educational.
- If your travel time is limited, packing a lunch can save time that would otherwise be spent in a restaurant. But be careful about packing sweet and sticky or messy foods. Fruits and vegetables are good foods to take along because they are easily packed and can be a nutritional snack during the trip. Keep a wet washcloth handy in a plastic bag for cleaning up after eating.
- Be honest when the children ask, "How much farther do we have to go?" Don't say "just a few more miles" when there are really 500 miles left to go. This results in the children repeating the question again and again every few miles. The kids get frustrated and the parents get angry.
- Finally, make sure everyone in the car wears their safety belt. Don't let your vacation turn into a tragedy.
- Have a good time.

Adlets

FOR SALE

- MICROMETER, 0"-1", \$12. 432-0731.
- AMERICAN RIFLEMAN MAGAZINES, ex. cond., 1957-to date, \$75. 432-3274.
- 800XL COMPUTER & PRINTER, still in the box, \$200, firm. 834-2318.
- '79 FORD VAN, 6 cyl, stk, part converted, 60,000 miles, \$2,000, firm. 432-0914.
- ROOM AIR CONDITIONER, 6,000 BTU, dependable, \$50. 432-5858.
- '84 CAMERO, V6, 5 spd, AM-FM, ps, pb, air, \$8,995 or best offer; call aft 5 p.m. 456-4912.
- '79 LINCOLN TOWN CAR, 2nd owner, mint cond., must see, \$5,800. 483-0212.

- IH CUB CADET MOWER, \$150; lawn sweeper, \$75. 485-8295.
- WIND CHIMES, reasonable. 747-4767.
- KENMORE UPRIGHT FREEZER, 12 cu. ft., ex. cond., \$200. 693-2351.
- KDK FM TRANSCEIVER, 2 meter, Mdl FM240, Serial 1172, like new, \$200. 1-717-532-3499.
- GE CLOTHES DRYER, \$75. 744-2163.
- 6' POOL TABLE, slate top w-wall rack & access., \$1,400. 745-0334.
- '80 CHEVETTE, 4 dr., low mileage, good condition. 485-7685.
- GOLF CLUBS & BAG, Power Bilt lite irons & Cobra woods. 484-6440.
- EARLY AMERICAN SOFA, w-2 chairs, bwn. 432-6692.
- 30' MOBILE HOME w-8' cabana, must be moved, Hamilton Lake. 488-3392.
- GAS RANGE, cprtnr, w-hood; sink. 447-3719.
- FREEZER, 17 cu. ft., chest, '58 Sears, runs good, \$35. 424-2457.
- SEARS AIR CONDITIONER, 11,500 BTU, 2 yrs. old, ex. cond.; call aft. 6 p.m. 749-4760.

- '75 KAWASAKI 500, cream puff, \$650; call 7-12 p.m. 432-0856.

WANTED

- BOY SCOUT UNIFORMS, all sizes; call aft. 7 p.m. 486-4529.
- LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
- EXERCISE BIKE, good condition, reasonable. 747-0241.

FOR RENT

- MYRTLE BEACH, S.C. BEAUTIFUL CONDO, completely furn., 2 bdrms, 2 baths; avail wks 8/10, 8/24 & 9/21. 1-216-526-1258.

SERVICE

- CONTINUOUS GUTTER & SIDING, fr estimate. 627-2858.
- CONCRETE CONSTRUCTION, replace/pair. 456-1187.
- VIDEO TAPE WEDDINGS, any. occasio. 447-4447.
- SWEETCAKES THE MAGIC CLOWN SHOW & comedy gorilla, balloons, flowers, can & more. 745-1545.
- CONSCIENTIOUS HANDYMAN SEEKS OJ JOBS, NE only, reasonable. 485-7160.

In memory

- Eugene J. Dahman, 831 Ventura Lane, died July 7. He retired from GE in 1976.
- Mary M. Beck, 6240 Donna Road, died July 9. She retired from GE in 1963.

Golf scores

Low Gross Scores: Bill Green, Gary Pickett, 36; Bill Sutton, 38.
Low Net Score: Janet Laing, 20.
Low Putts: Les Fogle, 14.
Most Under Average: Glenn McEvoy, 9.8
Birdies: Gary Pickett, 3; Dick Colpetzer, 2; Jim Webber, Bill Sutton, Kevin Burns, Chris Motycka, Denny Glass, Bill Green, Phil Ross, Dave Reas, Lyle Johns, Lynn Bradtmueller, Dick Schoenherr, 1.

Results of Summer Scramble

The following list of winners may pick up their prize money from Lynn Bradtmueller in Bldg. 4-2.

Team	Net Score
First Coffee, Hooker, Littlefield, Funk	60
Second Priddy, Brown, Jackson, Fuelling	61
Third Parlow, Bashelier, Baughan, Olwine	62
Fourth Gottschalk, Pickett, Phillips, Brokaw	62
Fifth Ross, Becker, Norris, Martin	63
Sixth Stauffer, Baker, Wells, Suelzer	64

Longest Drive on #1	Jerry Gottschalk
Longest Drive on #10	Larry Phillips
Closest to Pin on #3	Lee Shaw
Closest to Pin on #8	Dick Parlow
Closest to Pin on #15	Kevin Shmahl
Closest to Pin on #16	Lee Shaw

— Next GE News August 14 —

There will be no GE News until Aug. 14 because of Vacation Shutdown. Adlet deadline for the Aug. 14 issue is Friday, Aug. 8.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



General Electric News

AUGUST 14, 1986

GENERAL PERIODICALS
NON-CIRCULATING

VOLUME 68, NO. 27

PERIODICALS
RECEIVED

AUG 28 1986

PUBL



David C. Genever-Watling

Motor Business gets new leader

David C. Genever-Watling was appointed vice president and general manager of the Motor Business Aug. 1. He succeeds Van W. Williams who announced plans to retire Jan. 1, 1987.

Genever-Watling was serving as vice president in General Electric's Corporate Executive Office in Fairfield, Conn., at the time of his appointment to the Motor Business.

He joined GE in 1968 and held positions of increasing responsibility in

the Aircraft Engine Group. In 1984 he was named general manager of the Armament and Electrical Systems Department, part of the GE Aerospace Group. He was elected GE vice president in 1985.

The Motor Business vice president will continue to report directly to the GE Corporate Executive Office.

While recognizing significant competitive challenges, Genever-Watling confirmed General Electric's commit-

ment to the Motor Business as an integral element of the company's core business segment.

"Our mission is to crystallize the business strategy and focus our energies to enhance General Electric's position in the world motor market," he said.

Genever-Watling is a graduate of London University where he majored in mechanical engineering and thermodynamics. He and his family are relocating to the Fort Wayne area.

Lovinger speaks at Cost-Improvement Outing

Orders, sales down for STO, Power Supply

First-half orders and sales for the Specialty Transformer and Power Supply operations combined were below those of the first half last year, according to Dan Lovinger, STO operations manager. Lovinger reported the business results and forecast to STO and Power Supply salaried employees at their annual Cost Improvement Outing in July.

Power Supply orders were up from last year, he pointed out, but sales fell slightly short.

Plant margin (measure of plant efficiency) went down as a result of low volume and its associated costs, Lovinger said.

manufacturer and has recently signed a large development contract with another major computer manufacturer.

He said Power Supply's new Juarez facility is in full swing and doing an excellent job.

Second half challenges

In order to be strong in the second half, STO and Power Supply must maintain outstanding customer response and generate more volume, Lovinger said. Maintaining tight inventory control is another must.

"I am proud of our inventory control," he said. "Beyond being tight, our inventory has quality and represents

what the customer really wants."

Other challenges include continued tight cost controls and the continuation of all program activities.

Lovinger said he is pleased with the performance of STO and Power Supply employees.

"We have done everything we've been asked to do," he said.

"Unfortunately economic conditions have hurt our first-half results. But based on the tremendous job we did in the second half of last year (despite last year's weak first half), I think we can significantly improve our situation in the second half of this year."

Steve Gross, 1986 Cost Improvement Program Chairman, recognized STO

employees for outstanding cost improvements which have already far surpassed the goal for 1986.

Dan Lovinger, Specialty Transformer operations manager, speaks to STO and Power Supply salaried employees at the annual Cost-Improvement Outing in July.

Programs on schedule

All major STO programs are on schedule, he reported. Qualitran II, a program designed to standardize parts used to build large power products, and the Transformer Integrated Engineering System (TIES) for large power products are ready for second half operation.

Large-power automatic test equipment is in place. And the system to track all parts in the manufacturing process, Shop Floor Control, is in full operation and already producing good results.

Lovinger also noted completion of the 26-1 rearrangement.

Power Supply is doing well on a development project with a large



Westinghouse continues to drop unprofitable operations

PITTSBURGH - Westinghouse Electric Corp. continues to divest itself of unprofitable operations. Latest action is the closing of its industrial equip-

ment division based in Sykesville, Md.

Parts of the division, which employ about 300 and supply electronics

equipment to industrial and government customers, will be shut down, put up for sale or transferred to other Westinghouse divisions.

Westinghouse, which reported improved second-quarter earnings from last year, recently sold its small and medium-size motor businesses.

High inventories spark launch of inventory-improvement program

An all-time high of \$7.8 billion in company inventory has led to the formation of a company-wide Inventory Council charged with improving the management of inventory throughout General Electric. The council is made up of 27 representatives from GE and RCA businesses in the U.S. and Canada.

The first meeting of the council was held in mid-July at corporate headquarters in Fairfield, Conn. During the intensive two-day session, the group discussed inventory issues and standards, and developed "an exciting and aggressive action plan" to deal with the excessive inventory problem, according to the meeting organizer, Al Butler, manager of industrial logistics systems in Corporate Engineering and Manufacturing.

Fred Garry, vice president in charge

of Corporate Engineering and Manufacturing, told the group that "dealing with the inventory situation has the highest priority with the Corporate Executive Office. The goal, however, is not a short-term fix. And you are not being charged with developing an inventory reduction program.

Inventory is everybody's job ... from front office to manufacturing and marketing.

The objective of this council is to be sure we have the right level and mix of

inventory in each of our businesses."

Garry said that properly-managed inventory is everybody's job in a business - from front office to manufacturing and marketing. He noted that inventory improvement can contribute directly to the profitability of a business.

"This is a time of slow growth, disinflation and highly-competitive markets. The continued good financial health of our newly combined companies will therefore have to come from a strong commitment by all employees to improve our inventory position. Not only does that mean no more steel rusting out behind the plant, or getting rid of that extra 10% cushion of material in the bins on the factory floor, but it also means better sales forecasts and stopping the need for rush orders of mate-

rial to keep the line running," declared Garry.

Tom DeLong, Motor manager of forecasting and materials, represented the Component Motor Operation at the council meeting. He said plans are being formulated for a special inventory-improvement program in Fort Wayne and the other Motor plants. He called the inventory-improvement need "critical to the success of the Motor Business." Fort Wayne's Special Transformer Operation and Aerospace Controls Systems Department (formerly AEECD) also will implement inventory-improvement programs. Representatives of the Construction Equipment Business Operation (CEBO), with which STO is affiliated and Aerospace were in attendance at the council meeting.

Correct address vital for Preferred Care claims

Claims for benefits under Preferred Care (Blue Cross/Blue Shield) must be directed to the post office box shown on the Blue Cross claim form designated for General Electric employees. Failure to use this correct address will result in significant delay in claims processing.

"If your doctor files your claim without knowing the P.O. box number for GE employees, he or she will likely send a standard Blue Cross form to the general Blue Cross claims office," said Tom Callant, manager of health-care cost and compensation. "An attempt to process your claim in the general claims pool would result in a 'no-coverage' indicator on the Blue Cross computer. Eventually the Blue Cross claims people would discover that you have GE Preferred Care coverage, but several weeks may have elapsed by then."

Callant advises employees to take a form with them when they go to the doctor. A form was mailed to participants when they enrolled in Preferred Care.

"If a situation exists where you can't bring the claim form with you to the doctor's office, you should inform the doctor that you are a GE employee and that there is a special address set aside for GE claims," Callant noted. "If the doctor doesn't have this address on record, you can call it in after you get home. The doctor's general claim form will be sufficient as long as it is sent to the proper address.

Credit for Conn. General deductible

Preferred Care will give credit for deductibles satisfied while participants were under the Connecticut General plan.

To obtain this credit, participants must file a claim with Connecticut General for Type B expenses incurred from Jan. 1, 1986, to May 31, 1986. Connecticut General will send the employee a statement indicating the amount of the deductible that has been satisfied. The participant should include this statement with their first Preferred Care Claim.

Employees enter retirement

Melvin D. Geiger retires with 20 years of service. He began as a stockkeeper in the Small AC Motor department. He retires as a stockkeeper at Broadway. "I've enjoyed working at GE and will miss all the people I've worked with. I plan to continue coaching a ball team and take things one day at a time."



Ralph Bradtmiller retires with 45 years of service. He began as an insulator in the Hermetic Motor Department and retires as a stockkeeper in Power Supply. "To all my co-workers, goodbye and good luck. As for me, It's one day at a time."



Other recent retirees include William L. Jones, Wire Mill; Donald E. Dame, Building 6-4; Jeannette M. Cook, Building 26-1; and Winfred (Winnie) J. Dixon, Building 18-1.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Reservations, ballots due Aug. 21 for Quarter Century Club Outing

Reservations for the 1986 Quarter Century Club Outing can be made at the same time ballots are cast for new officers by mailing in the form below.

The outing will take place Sept. 6 at the Memorial Coliseum. All members

who have 25 or more years of service are invited to participate in the fellowship, food and door-prize drawings.

The form should be mailed so that it reaches Morrell Travis at the address shown by Aug 21.

Quarter Century Club Outing Reservation Form & Ballot

Outing: September 6, 1986

Reservation deadline: August 21, 1986

☐ Yes, I will attend
☐ Sorry, I can't make it

(You must be a Quarter Century Club member to attend and be eligible for prizes.)

Signature _____

President (vote for one)

☐ Ray Fischbach, Retired
☐ Dave Terveer, Retired Decatur

Assistant Secretary (vote for one)

☐ Phyllis Penrose, Building 4-6
☐ Mary Stolz, Taylor Street

Directors (vote for two)

☐ Helen Deahl, Retired
☐ Ron Fisher, Taylor Street
☐ Elmer Matthews, ECD
☐ Beverly Thomas, Taylor Street
☐ Richard Zauner, Wire Mill T.S.

Mail this form using internal mail to: Morrell Travis, Section 14
or

if mailing from outside the plant, in the U.S. mail, use this full address:
Morrell Travis
General Electric Co. - Section 14
2000 Taylor Street, P.O. Box 2205
Fort Wayne, IN 46801

June's S&SP report

Here are the prices used to credit Savings and Security Program accounts in June.

GE Stock, \$80.923; S&S Mutual Fund, \$42.452; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund, \$12.36.

Year-to-date annual income rate for the HP Fund was 13.7% for '83 investments, 13.2% for '84, 12.9% for '85, and 10.6% for '86.

LT Fund's YTD annual reinvestment income rate was 10.1%; and for the Money Market Fund, 7.7%.

Volunteer Fire Dept. picnic for VFD members only

The GE Volunteer Fire Department picnic on Aug. 23 is for active volunteer firefighters and retired VFD members only. The VFD board has determined that any member or retiree who feels compelled to bring a guest must obtain prior written approval from Dave Osborn (428-4775), Bob Walt (428-3320) or Stan Moore (428-2376).

The picnic will be from 11 a.m. to 6 p.m. at the Southwest Conservation Club.

Elex jackets for sale

Elex jackets are now on sale for \$24. The jackets have "Elex, General Electric, Fort Wayne" embroidered on them. They have a pink rose on the right side, and members may have their name put on them.

Jackets come in navy or white, and are ladies' sizes from small to extra large. Larger jackets are available but only in men's sizes. Jackets in men's sizes are \$28.50.

These jackets should be tried on before being ordered. There are jackets available for this purpose in the Elex office. Order forms are also in the office. The jackets are special-order only, and no refunds will be available.

Hours posted for Elex office

The Elex Club office is open Mondays and Wednesdays from 11 a.m. to 5 p.m., and Fridays from 10 a.m. to 1 p.m. The office is located in the GE Club. Access is made through the glass doors used to enter the bowling alley.

HMO reunion set for Nov. 8

The Hermetic Motor Operation's second annual reunion will be held Nov. 8 from 7 p.m. to midnight at Wallen Place, 2620 East Wallen Rd. The reunion is open to all former Broadway Hermetic Motor Operation employees.

The cost is \$7 per person. This covers hall rental, snacks and music. Reservations are necessary. Reservation forms will be available in a later issue of the GE News.

Discount offered on theater tickets

Fort Wayne GE employees are being offered a \$3 discount on \$8 and \$6 tickets to see the musical "Chicago" at the Foellinger Theater Aug. 22 and 23. The show is the last in a summer theater series presented by the Ball State University theater department and the Fort Wayne Parks

Department.

The coupon below will be good up until showtime (8:30 p.m. both evenings). The coupon must be exchanged at the Foellinger Theater Ticket Office. The telephone number for reservations is 482-2785.

GE NEWS DISCOUNT COUPON

"Chicago"

Name

Address

City

State

Zip

Phone

Number of tickets: at \$5 at \$3

CHICAGO - Good until showtime, 8:30 p.m. on August 22 and 23. Reservations can be made by calling Foellinger Theater, 482-2785.

Adlets

FOR SALE

PIANO, about 25 yrs. old, excellent condition, \$300. 456-5051.

GE WASHER & DRYER, \$55 both; chairs, 2, lime grn, \$10/pr. 747-2326.

IMITATION BRASS HEADBOARD & FRAME, \$30. 432-2328.

INDIAN SPRINGS CORNER CAMP LOT, shaded, full hook-ups. 447-2280.

LABRADOR, 10 mos. old, shots, spayed, needs loving home, \$25. 432-4571.

ELNA SEWING MACHINE, \$50; call aft. 5 p.m. 483-6599.

STEREO RECORD PLAYER in wooden cabinet, \$35. 422-7715.

MISC. FURNITURE: stove, 3 chairs, 2 end tbls, lamps, davenport. 484-5046.

TRS-80 COMPUTER w-spreadsheet program, cass. recorder, \$85; lg elec. roaster, \$20; deep fryer, \$15. 485-6974.

PINT CANNING/FREEZING JARS, \$2.75/doz.; old doors & cupboards. 744-6615.

'73 MERCURY MOTOR, 115 HP, pwr tlt & 2,000 lb. capacity trlr, \$1,200. 485-8661.

ROOM AIR CONDITIONER, 6,000 BTU, dependable, \$50. 432-5858.

'76 CHEV. CAPRICE CLASSIC, all pwr, runs good, body good, \$500, eves. 747-9365.

'77 PLYMOUTH STATION WAGON, good cond., new tires, fully loaded, best offer. 428-3039.

'86 MOBILE HOME IN FLORIDA, 26'x52', dbl wide, furn, w-lot in lovely M.H. Pk., reduced. 493-4726.

HOLIDAY TRAVEL TRAILER, 31', lots of extras, good cond., \$5,500. 489-5834.

'79 MERCURY CAPRI, 2 dr., turbo, 4 spd. manual, good cond., best offer. 422-7152.

AIRSTREAM TRAILER, 31', lots of extras, like new. 456-1139.

ANTIQUE OAK DESK; antique highboy chest of dwrs w-mirror. 632-4733.

PORTA-POTTI, like new, \$30. 432-3274.

'62 GALAXIE FORD, 4 dr., wht, 69,400 miles, see to apprec., \$1,800. 483-0662.

SEWING MACHINE CABINET, solid wood, lots of storage space. 432-1367.

'80 SAPPORO, 4 cyl, 5 spd, ps, pb, air, cc, AM-FM stereo, new radials, \$4,000 or best offer. 484-9335.

COLD PACK CANNERS, 4, good cond., \$4/each. 447-4066.

GOLF CART, Kangaroo Kaddy Deluxe, excellent cond. \$250, firm. 745-9641.

LUGGAGE, 2 sets, 3 pc. each, good condition. 747-6917.

TWO BEDROOM MOBILE HOME, like new, reasonable. 745-7984.

SHOWER DOOR FOR FULL-SZ TUB, glass w-full mirror, \$20. 486-1293.

GE DOUBLE OVEN ELECTRIC STOVE, ex. cond., \$250. 426-8928.

'80 MONTE CARLO, 6 cyl, auto, ps, pb, AM-FM. 747-5461.

COVINGTON MEMORIAL FAMILY LOT & MARKER, at orig. price. 485-7835.

WANTED

METAL CABINET w-shelves, 63" x 30-36". 749-4236.

EXERCISE BIKE, good condition, reasonable. 747-0241.

DEHUMIDIFIER in workable condition. 745-7734.

FOR RENT

TIME-SHARE, Oct. 4-11, Lido Beach, Sarasota, FL. 1-813-995-5607.

APTS., 2-3 bdrms, redecorated, stv, ref, & util. incl., \$215-\$285/month, nice area. 747-4066.

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly. 485-4264.

SERVICE

ROOFING, repair/renew, free estimate. 747-5531.

SWEETCAKES THE MAGIC CLOWN SHOW w-live animals, balloons, flowers, candy & more. 745-1545.

BABYSITTING, days, 1 blk from Lutheran Hospital, nice fenced yd. 745-2764.

CONCRETE CONSTRUCTION, replace/repair. 456-1187.

LIVE MUSIC for weddings, parties, any occasion. 432-9397.

CAR CARE: buff, polish, carpets shampooed, aft. 7 p.m. 747-0035.

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

In memory

Clarence L. Jackson, Bluffton, IN, died July 10. He retired from GE in 1974.

Helen Stafford, 2618 Nordholme Avenue, died July 11. She retired from GE in 1976.

Vera I. Hill, 2112 Oakland, died July 13. She retired from GE in 1976.

Aaron Schoenefeld, 3322 St. Croix Drive, died July 13. He retired from GE in 1979.

Beatrice L. Hans, Paulding, OH, died July 15. She retired from GE in 1964.

BOWLING ALLEY IS NOW OPEN

The GE Club Bowling Alley opens at 10 a.m. during August. This month, bowl three games for \$1. Spaces are available for individuals and teams who want to be in a league.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale*

☐ Wanted

☐ For Rent*

☐ Free

☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found

☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name

Address

City

Home Phone

Bldg.

The item(s) referred to in this ad are in no way connected with any business venture

Signature

Vacation Shutdown is busiest time of year for maintenance employees

Shutdown is a time most employees enjoy paid vacation. But for Area Services maintenance employees, Shutdown is the busiest time of the year.

This Shutdown, they completed approximately 200 projects ranging from installation of a new die-cast furnace and controls in Building 4-3 to an overhaul of a payload at Taylor Street to painting trim on the Broadway reception center.

Unanticipated problems

"Prior to Shutdown we make a list of all the projects that need to be completed during the three week period," said Jim Webber, Motor maintenance manager. "However, once we get started on the Shutdown projects we usually discover problems that cause additions to our schedule."

A heavy rainstorm on Friday, July 25, caused some damage that added a great deal of work to the Shutdown maintenance schedule. Accumulated rain buckled floors at Taylor Street and Broadway, and motor parts and equipment were damaged from rain that had blown into open windows.

A few maintenance employees came in Friday night to clear water off floors and away from equipment, Webber said. It took several days to fix the water damaged.

The rain caused damage to the wood floor in Building 19-1. Dean Crum, manager of facilities in Specialty

Transformer (not associated with Area Services) said the damaged floor was replaced with a cement floor.

Projects in STO

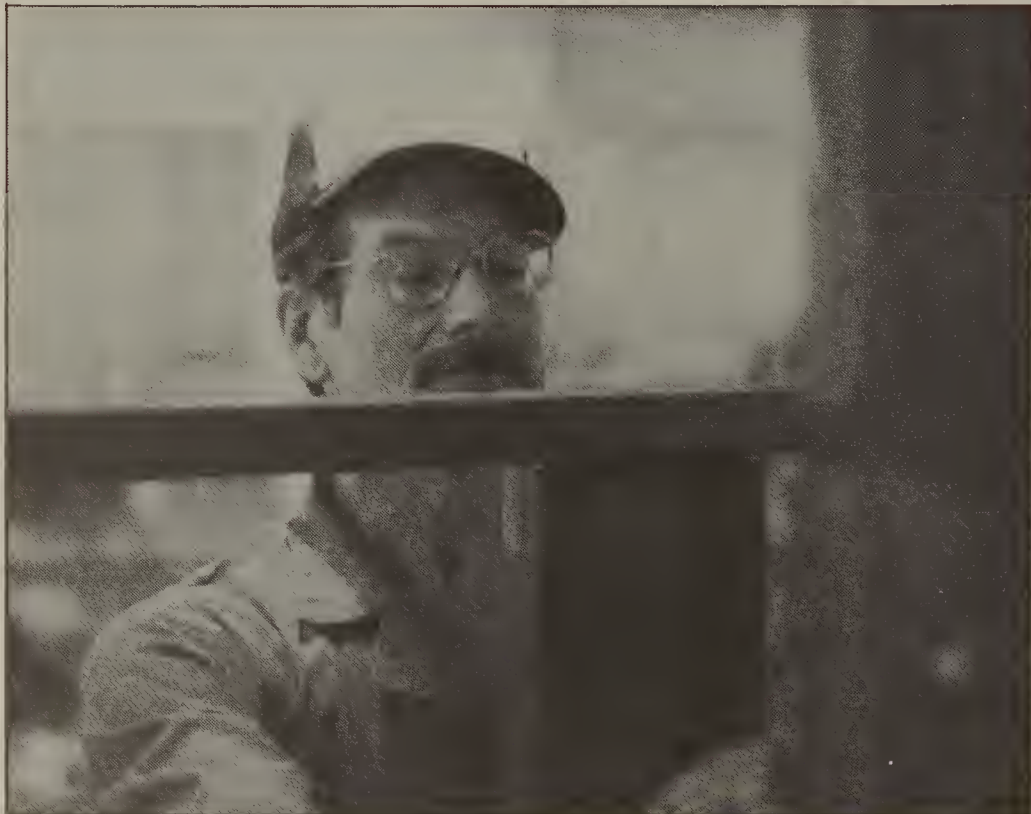
Crum said Facilities employees devoted most of the Shutdown to larger projects. They completed the Building 26-1 conveyor rearrangement which will significantly improve material handling in the machine tool and control area. Another large project in STO was the installation of a mitre-core stacking machine in Building 27. This project will result in improved material handling, efficiency and product quality in the operation.

Projects are investments

Dick Huhn, Area Services manager said maintenance projects represent investments made to keep operations competitive and running smoothly.

"Larger projects, such as conveyor rearrangements and equipment installations, are more visible," he said. "But the less-visible projects, such as routine oil and filter changes, add up to large investments and are done to prevent added expense associated with breakdowns."

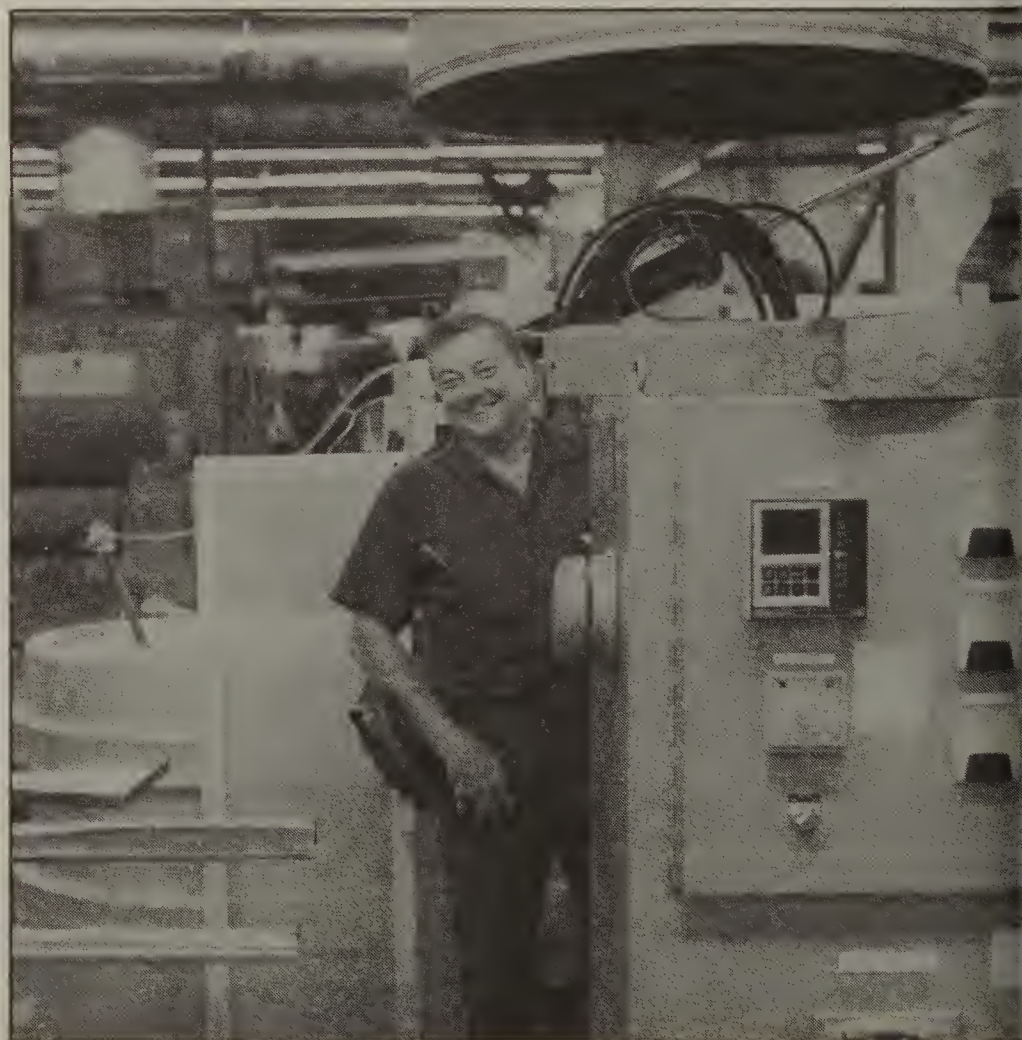
Huhn praised the maintenance employees for "hustling" to complete the projects before operations started back up.



Larry Gross, sheet-metal craftsman in STO Facilities, puts finishing touches on a large vent in Building 26-1. The vent is part of a system which draws fumes from soldering tables.



Rex Richmond, welder, was one of the maintenance employees who worked on a conveyor rearrangement in Building 4-4. The rearrangement is designed to improve material handling in that area.



Roger Dukes, electrician, hooked up power for the new die-cast furnace in Building 4-3. The new furnace has more sophisticated temperature controls than the one it replaced.

MBG spends \$2.7 million on 1985 WS&A claims

The Motor Business Group paid \$2.7 million in Weekly Sickness and Accident benefits in 1985, according to Tom Callant, manager of health care cost and compensation.

This \$2.7 million represents about 4% of MBG's total health care cost in 1985. That's more than 4% above the company average.

Two years ago, Callant analyzed trends in Motor Business WS&A claims by location. This analysis revealed that a smaller percentage of Fort

Wayne Motor employees filed WS&A claims in 1984 than in 1978. However, those who used the benefit in 1984 were staying out of work more days than claimants did in 1978.

Weekly Sickness and Accident insurance provides weekly income for up to 26 weeks for employees who become disabled as the result of an off-the-job illness or injury. This benefit equals 60% of the employee's weekly pay, up to \$250 per week, for disabilities which started on or after

Jan. 1, 1986 (\$225 per week if the disability started before Jan. 1.).

"WS&A is a big cost - the same as any other cost affecting our competitive position," Callant noted. "It is a provision of our benefit program designed to help employees during a period when they would otherwise have no income.

"The key," he continued, "is effective use. Employees who are eligible for this benefit should use it as needed, but not any longer. We certainly don't want people working when they

shouldn't be - that's not good for their recovery, and they could suffer a relapse. But by the same token, employees collecting \$250 for staying home when they should be working is an unnecessary expense that makes it harder for us to compete and protect jobs," said Callant.

Striking a balance - staying out long enough to recover, but not too long - is a personal responsibility that employees must shoulder (along with their physician), he concluded.



General Electric News

AUGUST 21, 1986

GENERAL PERIODICALS
NON-CIRCULATING

VOLUME 68, NO. 28

Orthodontia benefit helps John Bresler out three through treatments

Visiting the orthodontist is becoming a family affair for the Breslers. Angie, the oldest daughter at 16, completed an orthodontic program last year. Now Heather, 13; Nathan, 11; and Jill, 8, are undergoing treatments.

Expensive? Yes - nearly \$2,500 for Angie alone, and John and Linda Bresler paid every penny of it. But GE's new orthodontia coverage under the Dental Assistance Plan will help them pay for the other three children's treatments.

Orthodontia coverage took effect Jan. 1, 1986, and pays up to \$1,000 for each eligible dependant under age 19. John Bresler, a developmental specialist in Building 19-2, said the benefit will save him and his wife approximately \$3,000 in total.

"Without the insurance, we would have had a heck of a time putting three kids through at once," Bresler said.

Postponed treatments

Heather and Nathan would have started their treatments in July 1985. But when Bresler heard that GE would be offering orthodontia benefits in

1986, he called the orthodontist's office and postponed the starting date until after the beginning of the year.

"They (the orthodontist's office) said other GE employees had called for the same reason," said Bresler.

Jill is beginning treatments at an

early age to prevent problems that would be of greater magnitude when she's older.

Continued treatments

If an employee's child began ortho-

dontic treatments in 1985, the continuation of those treatments in 1986 may be covered.

Gary Larue, STO machinist, is taking advantage of this special provision. His daughter Shawna, 14, began



John and Linda Bresler pose with their children Jill (trying to make the dog smile), Heather, Nathan and Angie. Jill, Nathan and Heather are currently undergoing orthodontic treatments, with help from GE's orthodontia benefits. Angie completed an orthodontic program last year, before the GE orthodontia benefits took effect.



Shawna Larue began an orthodontic program last year, before GE's orthodontia benefits took effect. Gary Larue, her father, is receiving payments under GE's orthodontia benefits for her treatments remaining in 1986.

her orthodontic program in 1985, but still had approximately a year left of treatments as of Jan. 1, 1986.

"We didn't know GE would be offering the benefits when we started Shawna on her program," Larue said. "This benefit would have been great from the start of her program, but it's still providing us with a significant amount of help with the treatments that are left."

Teeth extractions

Sometimes the orthodontist must extract teeth. In this case, the work will be covered under the regular dental benefits. Specific procedures and benefit amounts for orthodontia coverage are listed in the benefits books.



Dr. James Williams, orthodontist, gives Nathan Bresler a checkup. Eunice Team assists.

Club offers free square dance lessons

The GE Club will again sponsor five free square dance lessons for GE employees and retirees beginning Sept. 5 from 7:30 to 9:30 p.m. at the GE Club gymnasium.

"Many people don't realize the mental and physical exercise they can get from square dancing," said Carl Brandt. He has instructed the lessons sponsored by the GE Club as well as several other groups for 32 years.

"The exercise in two hours of square dancing is equivalent to the exercise benefits gained from jogging 4 miles," said Brandt. "We do a lot of twisting, turning and moving."

Dancing assistance will be offered by the Whizzer Squares Dance Club.

Guests are welcome for a nominal fee. Several square dancing groups

are open to those who want to continue after the first five lessons.

Those wanting more information should phone Brandt at 432-1677.

Daytime lessons also available

Brandt, along with members of the Golden Squares Dance Club, will teach square dance for beginners from 1-3 p.m. Wednesdays. These classes start Sept. 10 and will continue for five weeks.

These lessons are also free to employees and retirees, with a nominal charge for guests.

"We'll teach the Community style of square dancing at a pace that's enjoyable for all," says Brandt.

Auction to be held Saturday

Industrial equipment, electronics, office furniture, filing cabinets, business machines and fixtures are

included in the items to be auctioned off this Saturday at Taylor Street. The auction begins at 10 a.m.

Tomorrow deadline to enter women's golf tournament

The 1986 Women's Industrial Golf Tournament will be held at 7:30 a.m. Sept. 6 at Shoaff Park Golf Course. Entry fee is \$7.50 per person. This price includes green fees and prize money.

To be eligible, golfers must be employed in local industry or be a member of a league sponsored by local industry.

To enter, call Marilyn Slaven at 422-3044.

Adlets

FOR SALE

'82 CHEV. ONE TON PICK-UP, crew cab, dual whls, 35,000 miles., 747-5463.

THREE FAMILY GARAGE SALE, Sept. 5 & 6, 4921 Gaywood Dr.

KIRBY UPRIGHT SWEEPER & ATTACHMENTS, ex. condition. 432-6150.

'76 POP-UP PORTACABIN, slps 8, good condition. 484-7826.

SEARS MANUAL TREADMILL, \$60, orig. cost \$110. 447-4066.

19" GE COLOR TV, \$40 or best offer. 745-0962.

COTTAGE ON THE LAKE NEAR HELMER, 25 yrs. old, low \$40's, call for details aft. 5 p.m. 484-0145.

FORD VAN SEATS, 2 buckets and one bench, tan. 432-6170.

OAK DINING CHAIRS, 4, \$100; oak desk chair, \$50. 432-1399.

GREENLAWN CEMETERY, 4 lots, good location, \$1110. 447-2280.

EARLY AMERICAN SOFA w-2 chairs, bwn., \$150. 432-6692.

COVINGTON GRAVE SITES, half price. 747-4035.

'74 CHEVROLET NOVA, 6 cyl, needs clutch & body work, best offer. 485-8661.

GAS FURNACE, 70,000 BTU, w-duct work, good, make offer. 744-4905.

WEDDING GOWN, wht, sz. 6. 484-4938.

22 CUP PERCOLATOR, \$8; punch bowl & 12 cups, \$5; brass hdbd & frame, \$30. 432-2328.

FURNITURE: sofa, chairs; tricycle; 16" Schwinn bike & more. 749-4917.

SEARS REFRIGERATOR, 14 cu. ft., cost \$461.99, sell for \$300. 749-4290.

'76 PLYMOUTH NINE PASSENGER WAGON, V8, all pwr, reg. gas, boat trlr hitch, \$535. 432-2237.

MISC: 2 sinks, hand-lift truck, 2 mowers, make offer, aft. 10 a.m. 744-6083.

NEW SINGLE MATTRESSES IN THE PACKAGE; misc. furn. 745-4858.

'78 FORD VAN, V8, 351, A-1 cond., 47,000 miles, \$2,900. 749-5682.

17' TRI HULL w-100 HP motor, Shoreliner trailer. 672-3450.

'66 CHRYSLER, many good spare parts, pullable. 486-1294.

'86 HONDA CRX 5 SPEED, wht, Michelin tires, \$7,800. 483-6319.

SERVICE

VIDEO TAPE - any occasions, specializing in weddings. 447-4447.

TIME SHARE, Oct. 4-11, Lido Beach, Sarasota, FL. 1-813-995-5607.

COMPUTER SERVICE - resumes, letters, labels & more. 422-9720.

SWEETCAKES THE MAGIC CLOWN SHOW & comedy gorilla, balloons, flowers, candy & more. 745-1545.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

CONSCIENTIOUS HANDYMAN seeks odd jobs, NE only, reasonable. 485-7160.

PAINTING - any type, experienced, free estimate. 432-3305.

WANTED

GOOD USED TOOL & DIE OR MACHINIST TOOLS. 485-2850.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

PEOPLE INTERESTED IN LEARNING TO PLAY THE BAGPIPES. 485-8617.

BABYSITTING, my home, Tyler Av, near Price School. 426-1817.

SEWING MACHINE IN WORKING CONDITION, cheap. 1-244-7633.

FOR RENT

FLORIDA COTTAGE, Englewood, close to beach, golf courses, completely furn., reas. avail. by wk or mos to Dec. 21. 486-5031.

FLORIDA COTTAGE, Englewood, beaches golf course, slps 6, nice, avail. through Nov. 485-4264.

Golf scores

Low Gross Scores: Greg Olwine, Lynn Bratt mueller, 37; Bill Sutton, Dick Colpetzer, 38; Kevin Osburn, Eben Cobb, Jerry Gottschalk, Gary Pickett, Glen Cole, 39.

Low Net Score: Mike Fuller, Stan Reidenback, 32.

Low Putts: Lynn Bradtmueller, 12.

Most Under Average: Ralph Hill, 8.5.

Birdies: Dick Colpetzer, 3; Dick Hensler, Bol King, Bill Pappert, Mike Fuller, Steve Campbell, Glen Cole, Ken Bauer, 1.

Fall golf league

The fall golf league will start play on Sept. 4 at Foster Park. Tee times start at 4 p.m. The league will play five weeks. This league will have two man teams. To sign up, call Lynn Bradtmueller, Ext. 3703.

In memory

Winnifred L. Mundrich, 8820 Aboite Center Road, died July 17. She retired from GE in 1960.

Herbert T. Jesse, Ossian, died July 23. He retired from GE in 1963.

George D. Seabold, 2209 St. Joe Center Rd., died July 25. He retired from GE in 1953.

Elex - September

- 4 Pen-El Board Meeting, Atz, Tillman Rd., 12 noon.
- 6 One day trip to Cincinnati Reds ball game.
- 8 Elex Super Program, 4:45 p.m. GE Club Auditorium.
- 10 Past President's Meeting, 5 p.m., 15715 Bluffton Rd.
- 11 Second Shift Board Meeting, 1 p.m., Elex Office.
- 16 Five Chapter Luncheon hosted by Partizan, 12 noon, \$6.50, Hall's Guest House.
- 16 Honorettes, 1 p.m., Salem United Church of Christ.
- 18 Bingo Luncheon, 11:30 a.m., \$5.50, Sheraton Inn, Hwy. 3 at 69.
- 23 Executive Committee Meeting, 7:30 p.m., 18-1 Conference Room.
- 26-28 Elex Midwest Convention "Under the Big Top," Schaumburg, IL.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



SEP 11 1986
ALLEN COUNTY
PUBLIC LIBRARY

GENERAL PERIODICALS
NON-CIRCULATING

General Electric

News

AUGUST 28, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 29

Top customer speaks at ETQ second-semester kickoff

Back-to-school time in the Motor Business

It's back-to-school time in the Motor Business as 327 employees prepare to begin the second semester of Excellence Through Quality Statistical Process Control training.

"We're extremely optimistic about this semester," Paul Dawley, Quality Manager, told new participants from Fort Wayne and Decatur at a kickoff last week. "We have improved our curriculum by using inputs from first-semester participants."

Excellence Through Quality (ETQ) is a culture change taking place in the Motor Business which will improve products and services. Statistical Process Control (SPC), the tool of ETQ, is being taught to Motor Business

employees to aid them in controlling manufacturing processes and designing quality into products. The Japanese use SPC as their formula for quality.

Dawley said employees from all functions of the Motor Business are learning SPC techniques. MBG is also integrating its customers and suppliers into the ETQ thrust.

Customer speaks

Al Elliott, director of quality control for Carrier Corporation, a top customer of the Motor Business, was special guest and keynote speaker at last week's kickoff.

"We (Carrier) welcome and strongly support your new commitment to learning SPC techniques and improving quality," he said.

"Customers today simply will not put up with poor quality in the pro-

This plant is "in the sticks...at the end of a dirt road," he described. Barrels of charcoal heat the plant, and holes in the thin metal structure create an uncomfortable draft, but serve to ventilate the charcoal fumes.

Despite these rustic conditions, "The people take pride in their work and are confident in their ability to produce a quality product," Elliott said. "Each machine is clean and well-lit and has an updated control chart attached to it. They are already doing what you are beginning to do with ETQ and SPC." He said awards for quality were displayed on the wall in the plant office. These awards had come from large corporations, many of them from the U.S.



Al Elliott, quality control director for Carrier Corporation, speaks to Motor Business ETQ participants at the second-semester kickoff last week.

After the kickoff Elliott visited the Technical Application Center, Building 19-2. Pete Peters (right) manager of engineering laboratories, shows Elliott latest Motor Business technologies.

ducts they buy. If one of our customers has trouble with a GE motor in our product, they tell us, not GE."

Story from Korea

Elliott told of visiting a Korean plant that uses statistical quality methods.

Preventive approach

Elliott said he favors SPC because it takes a preventive approach to quality rather than an inspection approach.

"When you prevent quality problems, you reduce cost," he said.

"Catching quality problems in the inspection stage only results in rework."

He closed by saying that GE has the highest quality reputation as a motor supplier to Carrier.

'If one of our customers has trouble with a GE motor in our product, they tell us, not GE.'

Al Elliott, Carrier Corporation

Record \$479 million in pensions paid to 111,000 retirees in '85

Pensions paid out under the GE Pension Plan in 1985 reached a record \$479 million. This was an increase of nearly 20% over the \$421 million paid out in 1984.

The nearly half-billion dollars was paid to the 111,000 persons on the pension payroll. The roll increased nearly 4,000 during 1985. In 1980, the roll was only 80,000.

All pensions under the Pension Plan are paid by the GE Pension Trust. The trust arrangement ensures that pensions of GE retirees, as well as of employees who will retire in the future, are among the most secure in the country, according to many pension analysts.

"The GE Pension Trust finished 1985 with a carrying value of \$10.9 billion," said Tom Burns, manager of GE Corporate Employee Benefits. "It has an excellent record for funding pensions. It was established in 1927 and was one of the first such trusts in the nation."

Company, employee contributions

Burns pointed out that pensions paid to retirees come from contributions to the trust by both the company and employees. The contributions are made during an employee's working years. These contributions, plus income earned on investments, make it possible to pay the planned pension for each

employee. In 1985, GE contributed \$434 million to the trust while employees contributed \$107 million.

Increasing obligations

"The trust has to meet steadily increasing obligations, and these grow with the increasing number of retirees and the increasing benefits earned each year by current employees," Burns said. "The amount in the trust is large, but it must cover obligations that are even larger. The trust must pay the future pensions of those now retired and must also pay the pensions that will come due for the approximately 230,000 employees and 60,000 vestees

who have yet to retire."

GE periodically has increased pensions for those already retired. The most recent increase was in December 1984. These increases require further commitment of company funds beyond the amount originally contributed toward an employee's pension.

In addition to the \$479 million paid out in pensions in 1985, a total of \$146 million was set aside last year for health and life insurance benefits for pensioners. This included the health and life insurance benefits paid to retirees under the GE Insurance Plan, Dental Assistance Plan, Medical Care Plan for Pensioners and the Pensioner's Prescription Drug Plan.

Alcohol, drugs on premises cause for discharge

Carrying alcoholic beverages or drugs into the plant, having alcoholic beverages or drugs in one's possession, or consuming alcoholic beverages or drugs while at work are dischargeable offenses under the provisions of the Fort Wayne Warning Notice and Disciplinary procedure.

Bill McShain, manager-non-exempt salaried and hourly rela-

tions and communication, reminds employees that parking lots are company property.

"Therefore, an employee consuming alcoholic beverages or taking illegal drugs while in the company parking lot, even if the employee is on lunch break, will be subject to disciplinary action up to and including discharge," he said.

Club Golf Scramble to be held Oct. 4

The GE Club Fall Golf Scramble will be played Oct. 4 at Riverbend Golf Course. It will be a four-player Florida scramble with handicap.

Prizes for team play, individual longest drive and closest to the pin will be awarded. The scramble will have a shotgun start beginning at 8:30. Free lunch will be provided.

Green and cart fees should be paid with the entry fee. One cart may be reserved for each team. Additional carts will be available on a first-come, first-serve basis on the day of the scramble.

The entry form below and entry fee should be sent to Lynn Bradtmueller by Sept. 25. For more information, call Ext. 3703.

Entry Form - Oct. 4 Florida Scramble at Riverbend Golf Course

	Player's names	9 hole ave. score (not handicap)
1.		
2.		
3.		
4.		

Team capt. phone #

	Per player	Team	Enclosed
Entry fee	\$3.00	\$12.00	\$
Green fee	\$10.00	\$40.00	\$
One cart/Team		\$13.65	\$
		Total	\$

Checks for team total amount payable to Lynn Bradtmueller.

King's Island discount available

Discount tickets for GE Days at King's Island are available at all locations of the GE Credit Union.

Tickets may be purchased for either Saturday, Sept. 20 or Sunday, Sept. 21. Please specify which day you want when purchasing the tickets.

Cost of each ticket is \$6.25. Regular gate admission is \$13.95.

Roland Schmitt named chief scientist for GE

Dr. Roland W. Schmitt, General Electric's senior vice president for corporate research and development, has been named senior vice president and chief scientist for the company.

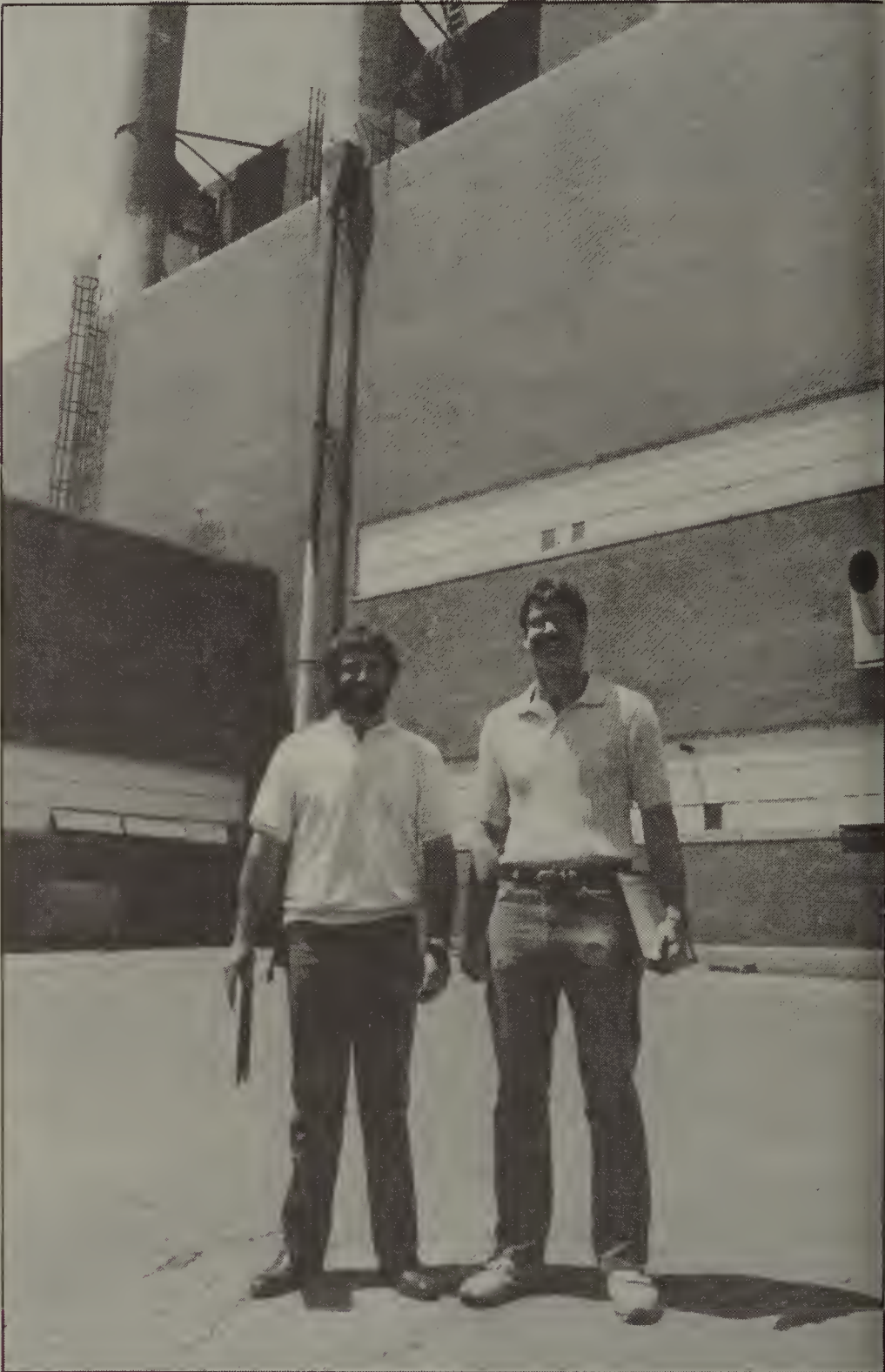
In his new position, Dr. Schmitt will direct GE's efforts in technology issues of concern to the company as a whole, such as technology transition (i.e., moving technology from the laboratory to the factory and into the marketplace.) He will also be responsible for helping to identify, motivate and nurture the men and women who represent General Electric's future technology leadership.

Dr. Schmitt, who joined General

Electric in 1951, has directed the company's Corporate Research and Development Center at Schenectady, N.Y., since 1978. In addition to his corporate responsibilities, he is chairman of the National Science Board - the policy-making body of the National Science Foundation - which assists in the formation of national science policies. He also serves on the council of the National Academy of Engineering, and is president of the Industrial Research Institute. He has a BA, BS, and MA from the University of Texas and a PhD in physics from Rice Institute.

Succeeding Dr. Schmitt as senior

Power House apprentices graduate



James Suci and Bruce Stirlen pose in front of power house with their apprenticeship certificates.

Area Services employees James Suci and Bruce Stirlen recently became graduates of the Power House Apprentice Program.

They received certificates from GE and a Power House Operator Certificate from the U.S. Department of Labor.

The Certificates were presented by Dick Huhn, manager of Area Services. Also on hand for the presentation were Marlin Leininger of IUE Local 901, Web Simpson, manager of power house and utilities, and Jim Zehner, area maintenance administrator.

Suci and Stirlen spent more than 6,000 hours in on-the-job training at both power house locations. They also completed 400 hours of course work and had satisfactory performance on 22 written tests.

vice president for corporate research and development will be Dr. Walter L. Robb, currently senior vice president and group executive of General Electric's Medical Systems Business Group headquartered in Milwaukee, Wis.

Dr. Robb joined GE in 1951 and held a series of increasingly responsible positions at the Research and Development Center from 1956 to 1966 when he assumed the first of several operating assignments. He has headed the company's Medical Systems Business Group since 1973, building it into a billion-dollar business. He is a

member of the National Academy of Engineering and vice chairman of the Board of Directors of the Health Industry Manufacturers Association. He holds a BS from Pennsylvania State University and a MS and PhD (in chemical engineering) from the University of Illinois.

Succeeding Dr. Robb as senior vice president and group executive of the Medical Systems Business Group will be John M. Trani. He is currently vice president and general manager of GE's Mobil Communications Business Division in Lynchburg, Va.

Taylor St. parking reserved for salaried Broadway visitors

Eight parking spaces just inside the Taylor Street gate have been reserved for Broadway salaried personnel whose responsibilities require their presence at Taylor Street for short periods.

Dan Moore, Plant Protection manager, said Broadway employees who will be staying at Taylor Street for long periods should use the parking area outside the gate.

Each of the new spaces has a sign that reads "reserved for authorized Broadway visitors." Authorized visitors are those with purple or red "Y" or green, red or blue monogram stickers on their car.

Red Cross blood supply at dangerous level

Blood supplies for the 56 hospitals served by the Red Cross Regional Blood Bank are dangerously low, according to a Red Cross spokeswoman.

"Blood donations are desperately needed," she said. "There are a lot of people depending on the blood we supply."

The Red Cross has issued a "Code Red" alert, which means there is an emergency need for blood. Hours for the blood center (across from the Coliseum) have been expanded. The center will remain open until 7 p.m. tonight. Tomorrow, the hours will be 8 a.m. to 3 p.m., and Saturday 9 a.m. to 3 p.m.

The spokeswoman said the blood is needed as soon as possible, and made a special plea for GE donors, who have a tremendous record for blood donations.

Emerson buying Copeland Corp.

ST. LOUIS - Emerson Electric Co., the diversified electronics and equipment manufacturer, has agreed to buy Copeland Corp., one of the world's largest producers of refrigeration and air-conditioning compressors.

Copeland is a highly valued customer of the Motor Business. Emerson is a top competitor of the Motor Business.



Ed Jones earns suggestion award

Ed Jones (right), tool grinder at Taylor Street, received a \$363 suggestion award recently. His suggestion resulted in a labor and material savings involving chamfer tools. Presenting the award were Gene Trabel (left), foreman, and John Pinnington, general foreman.

Adlets

FOR SALE

- ALL ELECTRIC HOSPITAL BED w-rails, mattress, like new. 485-3175.
- 22 CUPPERCOLATOR, \$8; punch bowl w-12 cups, \$5; brass hdbd & frame, \$30. 432-2328.
- '74 CHRYSLER, ps, pb, air, AM-FM, runs good; golf clubs, bag, balls, cart, \$35. 749-4992.
- RATTAN CHAIRS, 2, excellent condition, \$25 each. 432-0505.
- SEARS ELECTRIC DRYER, good condition, \$50. 693-2814.
- BRIDE'S WHITE WEDDING GOWN, sz. 6. 484-4938.
- MASON'S SHOES, men's sz. 7-1/2D, new, 18 prs. 637-5488.
- WATERBED, sgl, full motion mattress, \$150. 432-3274.
- '78 FORD MUSTANG II, auto, low miles, good condition. 1-244-6569.
- SEARS THREE-QUARTER BUGWACKER, \$45; lg deep fryer, \$15; VW tires, 2, 15/pr. 485-6974.
- '76 CHEV. NOVA, 2 dr., 6 cyl, 3 spd, new clutch, \$650 or best offer. 485-8661.
- '85 SCHWINN PREDATOR STREETWISE DIRT BIKE, 20", good cond., \$100. 432-7927.
- REFRIGERATOR, 14 cu. ft., wht, new nvr used, \$300. 749-4290.
- EDISON CYLINDER PHONOGRAPH, 4 min., \$180. 1-337-5534.
- GARAGE SALE, Aug. 30 & 31, 9-5 p.m., furn., stv, appls., all types of hdwre. 432-9300.
- SANYO MBL-555 COMPUTER w-2DD, modem, software, \$850. 447-5052.
- HAMMOND ORGAN, Mdl L-100, like new, \$990. 745-9465.
- CARTOP CARRIER, 14 cu. ft., \$25. 456-5532.
- FOUR BEDROOM HOUSE, fmly rm, inground pool, SW, \$27,900. 744-5973.
- ANTIQUE CHAIRS, set of 4, carved, wild cherry, top cond., call aft. 6 p.m. 1-488-2832.
- BOWLING BALL men's LT-48, 16#, \$20. 432-4836.
- HONDA ATC 200, 3 whlr, runs fine, good condition, \$825. 432-7927.
- '85 MOBILE HOME, Florida, 26'x52', furn., lot 53'x90', adult pk, reduced. 493-4726.
- PING-PONG TABLE, Sears, 3/4" top, fold-up, playback feature, w-acces., \$60. 749-1417.
- '80 TOYOTA CELICA, like new, air, rear defrost, new TA tires, new batt., ps, pb, AM-FM auto rev. cass. plyr, aft. 5 p.m. 436-1028.
- TIRES, 5.30 x 12, (one new, one used), three rims, 12" w-4 lug holes & springs. 747-5461.
- '78 DATSUN B210 HATCHBACK, 4 spd., dependable, \$700. 432-9038.
- THREE FAMILY GARAGE SALE, Sept. 5 & 6, 4921 Gaywood drive.
- DLC-10E CUISINART FOOD PROCESSOR. 456-1686.
- '83 TRAVEL TRAILER, 32', slps 6, self-contained. 484-9447.
- '76 DODGE ASPEN, 2 dr., 6 cyl., stk, good runner, 90,000 miles, dependable, \$400, eves. 1-351-3981.
- ANTIQUES: highboy chest of drawers, oak desk, oak buffet. 632-4733.

MOBILE HOME: very good cond., air; call before 1 p.m. 484-2429.

MINOLTA X-700 35 MM PROGRAMMABLE CAMERA w-lens & case; call aft. 5 p.m. 745-0082.

WANTED

- METAL CABINET w-shelves, 63"x30-36" 432-5838.
- YOUNG BEAGLE OR BEAGLE PUP to trade for 8 mos. old German Shep-Lab. mix. 432-9397.
- CROSS COUNTRY SKIS, sz. 160. 432-4475.
- LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
- ATARI 1050 DISK DRIVE, good condition, reasonable. 486-3751.

FOR RENT

- FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, wkly, avail thru Nov. 485-4264.
- FURNISHED APT., near Bdwy GE, one bdrm. 745-3613.

SERVICE

- CONTINUOUS GUTTER & SIDING, free est. 627-2858.
- COUNTRY & WESTERN MUSIC for dances, parties, weddings, etc., 5 pc. band. 489-3704.
- CHAIR CANING, reasonable. 623-3593.
- CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.
- COMPUTER SERVICE, resumes, business letters, labels, more. 422-9720.
- CONCRETE CONSTRUCTION - repair/replace. 456-1187.
- SWEETCAKES THE MAGIC CLOWN SHOW & comedy gorilla, balloons, flowers, candy & more. 745-1545.

FREE

- FIREWOOD, cut trees, get wood free, 2 trees. 456-8384.

Golf scores (weeks 33 & 34)

Low Gross Scores: Jim Closson, Eben Cobb, Bill Green, 36; Gary Pickett, Bill Sutton, Lynn Bradtmueller, Bill Green, 38; Dick Colpetzer, Bob King, V. Hiatt, Gerry Gottschalk, Larry Phillips, Bill Sutton, John Stark, 39.

Low Net Score: Jim Closson, Glen McEvoy, 29.

Low Putts: Glen Cole, Bill Sutton, 13.

Most Under Average: Glenn McEvoy, 9.3.

Eagle: Bill Sutton, #1 Brookwood.

Birdies: Bill Green, 4; Jim Closson, 3; Max Witzigreuter, John Hunnicutt, 2; Jim Plemmons, Gary Pickett, Dick Colpetzer, V. Hiatt, C. Murphy, Eben Cobb, H. Helberg, Les Fogle, Ken Bauer, Larry Nevers, Bill Sutton, Tom Jones, Bill Roberson, 1.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Bill McShain Editor Vance Meyer

Photography - John Hicks; Art - T. C. Schlie;
Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

Company follows formal procedure for excessive absences

According to Bill McShain, manager-nonexempt, salaried and hourly relations, the Non-Disciplinary Termination Procedure is not an easy subject to discuss. As the name implies, it is a procedure whereby employees may be terminated if their work history indicates they have been unable to attend work on a regular basis over a long period of time due to personal illness.

Regular attendance needed

"On the surface, it may sound cold and cruel," he said, "but imagine a situation where an employee regularly misses work three out of 12 months, year in and year out, due to personal illness. It's clear that this employee is not suited for the kind of work we have at General Electric where regular attendance is expected and required."

McShain said the procedure isn't employed too often since most people are able to attend work on a regular basis. "After all," McShain said, "some personal illness is expected. When an occasional illness occurs, employees should take advantage of GE insurance plans to the extent needed, get well, and then return to work."

He emphasized that the Non-Disciplinary Termination Procedure ap-

plies only to chronic situations where people have a long history of personal illness problems.

"Because of the importance and sensitivity of the issue, we carefully consider the employee's record over a long period of time, including number and duration of absences and the nature of the illnesses," he said. "Therefore, an individual who simply had a recent concentration of personal illnesses would not be affected by the procedure."

The Non-Disciplinary Termination Procedure is based on the company's right to expect reasonably regular work attendance by employees. While the disciplinary rules and procedures apply to **unexcused** absences, the non-disciplinary procedures apply to excessive absences generally beyond the employee's control.

All employees reviewed

Under this procedure, all employees' attendance records are reviewed. Those employees with absence histories approaching 25% absenteeism or more over the last two consecutive years are evaluated further for action under this procedure.

When evaluating an employee under the provisions of the Non-Disciplinary Termination Procedure, a review of

his or her attendance history is made to determine reasonable expectations for future attendance. This evaluation will include, but is not limited to, the following:

- notification to the union of potential non-disciplinary action,
- opportunity for the employee and the union to submit relevant information regarding future attendance,
- encouragement of the employee to take any actions which would enable attainment of a reasonable attendance record,
- company doctor inputs and evaluation of the employee's medical condition(s),
- additional medical opinion, if requested,
- review of the employee's total attendance record.

First letter explained

If it is determined that non-disciplinary actions are not warranted, the employee's record will be refiled for the next review. If the determination is that non-disciplinary action would be appropriate, the first letter of this procedure will be issued.

All actions during this evaluation

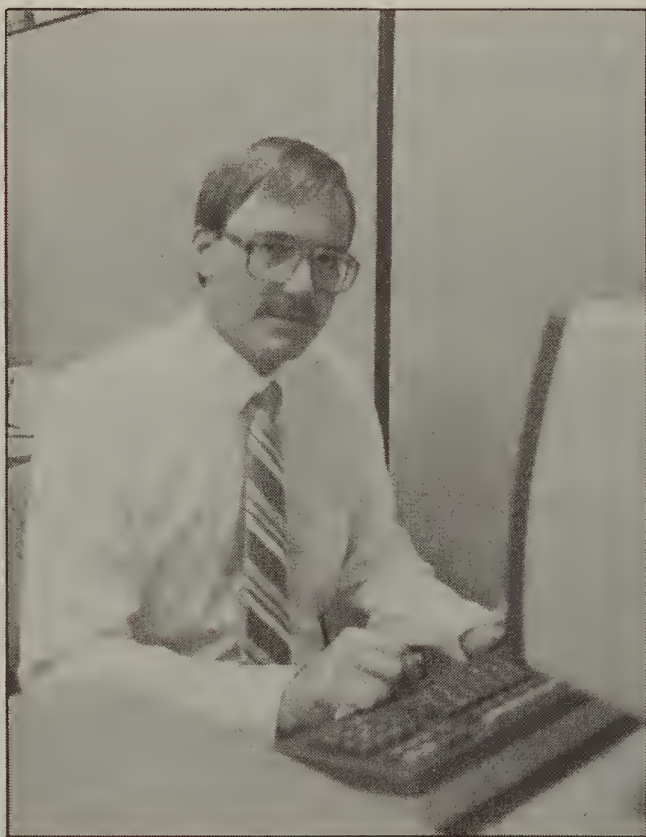
process will be documented, along with relevant information, and filed in the employee's personnel records.

If the first letter under this procedure is issued, it will remain active for a period of two years. During this time the employee's attendance record will be reviewed every three months, and any negative trends will be brought to the attention of the employee and the union.

If the employee's record indicates absences approaching 30% or more in any consecutive six-month period during the two years, evaluation for termination under this procedure will be initiated automatically. This evaluation will include the same considerations as those for the first letter. If it is determined that the employee will probably continue to be unable to maintain regular attendance, the termination letter will be issued.

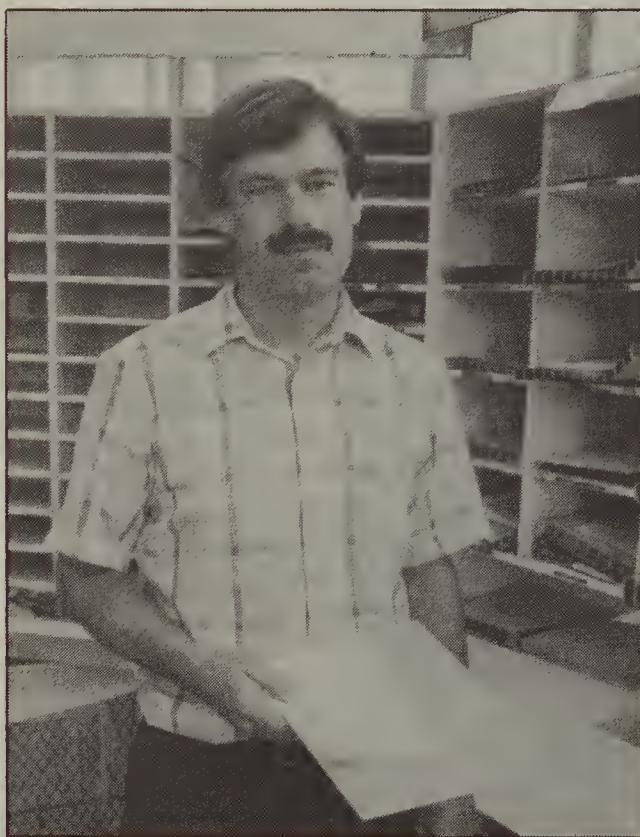
If during the two-year active period the employee's attendance record does not "trigger" any further evaluation, the first letter will be considered expired. The employee will again be subject to periodic reviews. The expiration of this letter does not rule out the issuance of a subsequent first letter if the employee's absences again exceed the standard measurements.

Are you concerned about foreign competition and it's impact on American jobs?



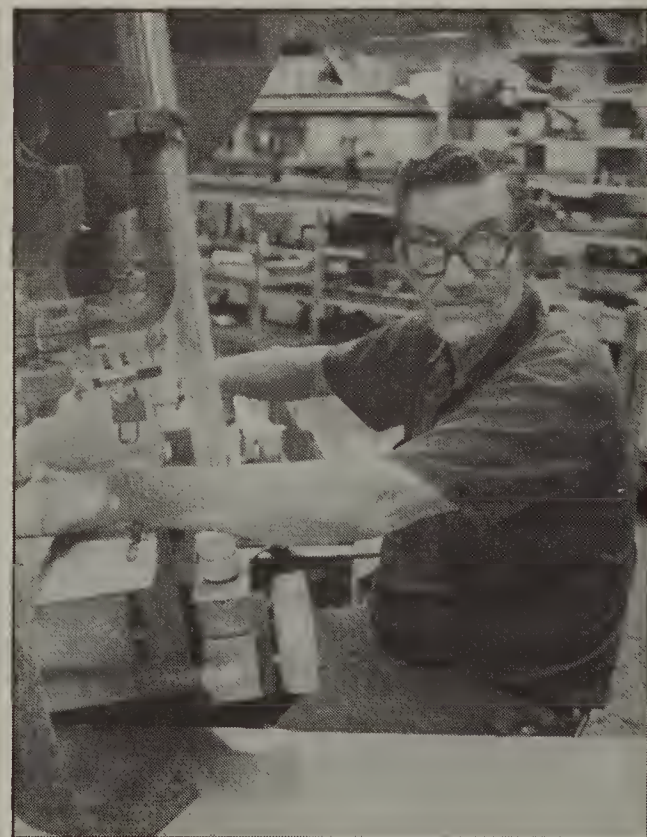
Al Iversen, STO materials engineer, Building 26-2

I am concerned. It's becoming more and more of an issue as we enter global markets and compete in foreign countries. We face it here at home because our foreign competitors are thinking globally. Everyone knows that the U.S. is where the buck is made. Key competitive issues are quality, price and customer service. I think we're very competitive in quality. To compete in price, we must reduce cost in our materials and labor, and manufacture more efficiently. Of course, it is vital that we continue to recognize the importance of customer service.



Tom Hazelett, mailroom leader, Building 18-1

I think it's a shame that foreign competition is as strong in America as it is. Too many people don't pay attention to that fact that when they buy a product with a Japanese stamp, it eventually puts Americans out of work. Foreign competition is forcing America into the service industry, and that doesn't pay as much as manufacturing jobs do.



Jack Smith, punch-press operator, Building 4-2

I'm more concerned for young people than I am for myself. I don't know whether young people will be able to get jobs; places just aren't hiring. The Japanese get their work done a lot cheaper. If we bring the price of our products down \$10, they go down \$12.



General Electric News

SEPTEMBER 11, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 31

NON-CIRCULATING
GENERAL PERIODICALS

Tom Callant tells how a \$10-per-hour job is really worth \$15.20 per

GE benefits: pay beyond the paycheck

Many employees aren't aware of the total worth of their GE job package because they know little about the dollar value of their benefits, said Tom Callant, Motor manager of health-care cost and compensation.

"While take-home pay is self-evident, it's difficult to comprehend the fact that benefits - although not apparent in the paycheck - represent a significant portion of employees' total compensation," he said.

More than 30% of an employee's pay is added to his or her earnings in the form of employee benefits, Callant noted. This means an employee who earns \$20,800 per year actually earns approximately \$27,350 after adding benefits.

With the addition of vacation time and holidays, total benefits amount to more than 50% of the employee's on-the-job earnings," he said.

Take, for example, an employee who earns \$10 per hour. This person works an average of 1,800 hours per year for which he or she earns \$18,000. However, after adding five weeks of vacation (200 hours) and 10 holidays (80 hours), this employee's earnings for the year are \$20,800.

"Adding more than 30% in benefits, this employee's total compensation equals approximately \$27,350. As it turns out, GE's total cost for each hour the employee is on the job is \$15.20 instead of the \$10 job rate."

Equal or above other companies

General Electric benefits are equal to or better than those of other companies, Callant pointed out.

"Our medical coverage is broader than most. For example, some companies only pay 80% of hospital bills, while we pay the entire bill," he said.

"Life insurance is one of our premier benefits. There aren't too many companies out there paying two-times-earnings for life insurance."

Employee sees value

Bob Viney saw the value of GE's benefit package after being laid off and breaking service.

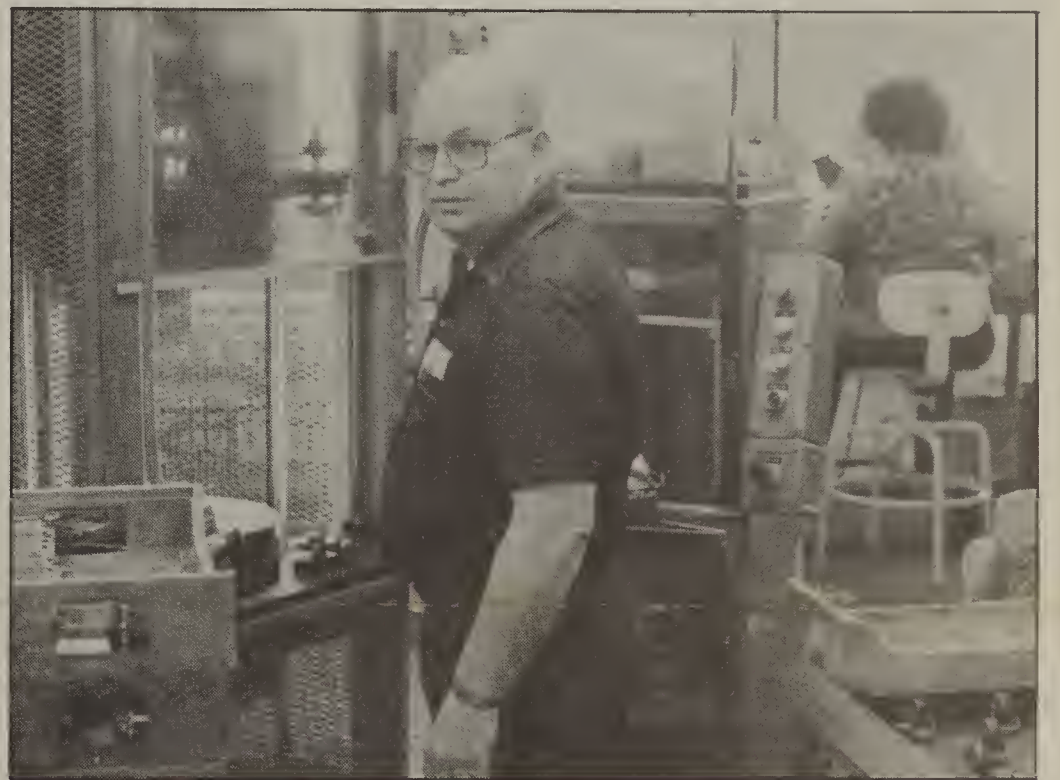
Medical insurance is the GE benefit he missed most while out on lack-of-work for more than 20 months.

"I hadn't been in the hospital for 25 years, so I took a chance and didn't get

medical coverage while I was out," said the press operator, Building 4-4.

The doctor put him in the hospital after his GE benefits ran out,

and Viney paid the \$988.20 out of savings. Needless to say, "I'm happy to be back to work with all my benefits restored," he said.



Bob Viney, Building 4-4, knows the value of GE benefits.

ECSF gifts to help 28 charitable agencies

The annual Employee Community Services Fund campaign for United Way agencies will be conducted Oct. 9 through Oct. 15 at all Fort Wayne GE locations.

Volunteers from Motors, Transformer, ACSD, Local 901 and Lodge 70 met recently to organize the campaign.

The United Way of Allen County has set its campaign goal at \$4.9 million, a 7% increase over last year. This goal represents the minimum amount needed to support the 28 agencies and their 57 programs, said Jim Gonzagowski, United Way general campaign chairman.

The social service needs of those who live and work in the Fort Wayne and Allen County community presently exceed the resources of United Way agencies to adequately respond with helping programs and services, Gonzagowski told the ECSF board members.

"The United Way touches one out of every three members in our area," he said. "Indeed we have one of the most helpful and active United Way organizations in the country."

In order to meet the growing needs and rising costs, the United Way is asking each business firm and each

person to generously support the 1986 campaign.

Around 2,000 people donate time and talent to help provide services

through Boy Scouts, Girl Scouts, the American Red Cross and other agencies.

Because one agency - The United Way - raises and distributes money

for 28 human services providers, it can do it at less cost than if each agency had to raise the money itself, noted Gonzagowski. This together with the heavy volunteer involvement mean that United Way agencies have extremely low administrative and fundraising costs.

Gonzagowski thanked GE employees for their support last year which, "significantly helped us meet our goal."

GE objectives

Lois Neloms, management representative of the ECSF Board, said two objectives of this year's ECSF campaign are to increase employee participation and the number of people who give a percentage of their pay to the United Way.

Other members of this year's ECSF Board are: Motor employees Brenda Hambelton, Jerry Wilson, Dorothy Dukes, Sharon Harter, Pat Harris, Bob McGregor, Roger Hirt, and Marilyn Rupright; STO employees Merv Ruhl, George Harris and Ollie Hughes; ACSD employees Jean Hoover, Ed Witte and Sandra Herbold; Dorothy Dell, representing IUE Local 901; and Doug Schaefer, representing IAM Lodge 70.



Lois Neloms, manager-employment, leads discussion at the first ECSF Board meeting. During this year's ECSF campaign, employees will be asked to help the United Way reach its 1986 goal of 4.9 million in contributions.

New officers elected

Nearly 1,000 attend Quarter Century Club Outing

Nearly 1,000 GE employees and pensioners attended the Quarter Century Club Outing at the Memorial Coliseum last Saturday.

"It's really great to see faces of people I haven't seen since I started working at GE in the 60s," said Helen Stahlhut, Building 4-1 contributing.

"General Electric in Fort Wayne has undergone staggering changes since many of you retired," said Don Bussick, Motor Production manager.

"We've rationalized, functionalized, moved into new markets, added a new business (ACSD), begun changing our work culture and much more. I can

assure you we're doing everything in our power to preserve the place you devoted a good portion of your lives to."

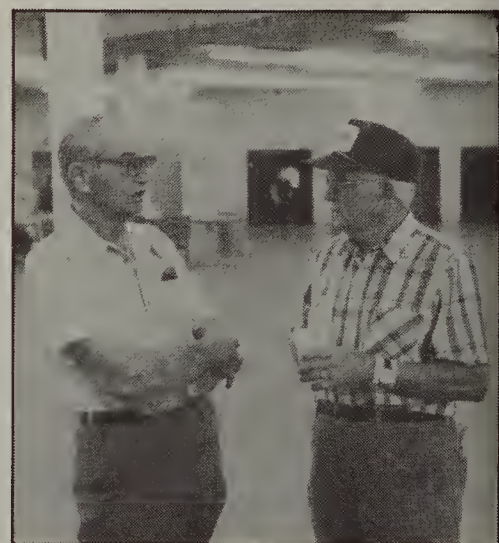
1986-'87 QC officers

New officers for 1985-'86 are: President Ray Fischbach, retired; Vice President James Pollock, Decatur; Treasurer Bernie Reuille, retired; Secretary Virginia Roemer, Building 26-2; Assistant Secretary Phyllis Penrose, Building 4-6; Directors Gil Baker, Taylor Street and Morrell Travis of Taylor Street, Elmer Matthews, ACSD; and Helen Deahl, retired.



(Above) Pensioners Bill Manecke, Walter Hahn, Gerald Zehender and Herb Reitz laugh about good times they had together in Building 4-6. The former designers worked together for around 40 years.

(Left) Pensioners Birdie Buhr, Nila June Gaunt and Donnabel Reed pose while sitting together at the Quarter Century Club Outing.



(Above) Edwin Gambrell and George Todd talk about life as GE pensioners.

(Left) Nearly 1,000 employees and pensioners with at least 25 years of GE service gathered in the Memorial Coliseum last Saturday.

GE funding PBS series 'The McLaughlin Group'

General Electric is providing a financial grant for the underwriting of the upcoming fourth season of "The McLaughlin Group," a weekly public affairs television series of the Public Broadcasting System.

Lively, thought-provoking, and often unpredictable, the "Group" features five of the country's most respected journalists providing insightful analysis of important news events of the week.

"The McLaughlin Group is a unique

news and commentary program," said Frank Doyle, GE senior vice president in charge of Corporate Relations. "We are pleased to be able to present such a stimulating program."

The program is seen on more than 200 PBS stations, as well as on the NBC outlets in Washington, New York, Los Angeles and Cleveland. Here in Fort Wayne, the "McLaughlin Group" can be seen Sunday evenings at 7 p.m. on Channel 39.

Wright succeeds Tinker as president and chief executive officer of NBC

Robert Wright, president and chief executive officer of General Electric Financial Services Inc. and formerly president of Cox Cable Communications Inc., has been named president and chief executive officer of the National Broadcasting Company, succeeding Grant Tinker.

Tinker, CEO of NBC since 1981,

announced last year that he planned to leave NBC in mid-1986 when his five-year contract expired. He said he will remain at the company for a period of time "to ensure a smooth and orderly transition."

Following GE's normal subsidiary practice, Welch will have the title of NBC chairman.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

HMO reunion to be held Nov. 8

The Hermetic Motor Operation's second annual reunion will be held Saturday, Nov. 8, at Wallen Place, 2620 East Wallen Rd.

The reunion is open to all former Broadway Hermetic Motor Operation employees. The reunion cost is \$7 per

person.

Advance reservations for the reunion are necessary. Reservations may be made by completing the form accompanying this article. The form, along with check or money order, should be returned by Oct. 15.

☐ Enclosed is \$ _____ for _____ reservations (\$7 per person) for the 2nd annual HMO Reunion.

Name _____

Phone _____ Guest's name _____

Make checks payable to Sally Eichhorn or Lois Turrin. Mail to Eichhorn, Building 4-4, or Turrin, 6045 Salge Dr., Fort Wayne, IN 46835.

Adlets

FOR SALE

- 81 BUICK SKYLARK**, air, cruise, new tires, \$2,500. 489-9404.
- 85 SCHWINN PREDATOR**, \$100; '83 Honda ATC 200, \$775; '78 Kawasaki, \$275; '80 Everett console piano, \$1,450, all good. 432-7927.
- 82 HONDA 450 NIGHTHAWK**, 3,300 miles, perfect cond., \$975. 432-6287.
- 110 BOLT ACTION**, 3 shots, make offer; trlr hitch, \$10; boat carrier, \$10. 747-7980.
- 76 GRANADA**, 25,000 miles, 4 dr., AM-FM, \$595; call aft. 6 p.m. 744-5844.
- GIRL'S 20" BIKE**, good condition, \$25. 486-1293.
- THREE WHEELER**, 8 HP Briggs & Stratton, Its & carriage rack, \$610. 485-5214.
- TIMBERLOTS**, Hwy 108, 20 mi N of Texarkana, \$1000/acre; yr-rd lake frt home, fin bsmt, heat pump, boat pier, 2 car gar & extras; call a.m. 485-8546.

Golf scores

Low Gross Scores: Lynn Bradtmueller, 35; Dave Reas, 37; Bill Sutton, Eben Cobb, Larry Nevers, Don Shafer, 38; Bill Sutton, Eben Cobb, Don Bell, Charlie Elder, Bill Green, Glen Cole, Larry Phillips, Jerry Gottschalk, 39.

Low Net Score: C. Cook, 28.

Low Putts: Bud Snyder, Tom Jones, John Hunnicut, 13.

Most Under Average: C. Cook, 10.

Birdies: Bill Sutton, 6; Eben Cobb, 4; Lynn Bradtmueller, 3; Ken Wyman, Stan Reidenbach, Jerry Gottschalk, Glen Cole, Don Shafer; Ron Cox, Bill Green, Jim Closson, Phil Ross, Garry Pickett, Stan Fetzler, George Harris, Larry Nevers, Ken Gingrich, Jerry Cauble, Dick Mills, Tim Orr, 1.

Reminder for golfers wishing to play in the Fall Scramble on Oct. 4. You must be signed up by Sept. 25. Call Lynn Bradtmueller on Ext. 3703 if you need more information.

GARAGE SALE, 9/13, 9-3 p.m.: recliner, air organ, cruise ctrl, stmwds, more, 10948 N. St. Rd. #1.

TILLMAN ROAD NEIGHBORS GARAGE SALES, Franke Rd. E, 9/11-13 & 18-20, 13723 Tillman Rd.

SIMMONS POSTURPEDIC MATTRESS & SPRINGS, like new. 747-5021.

SCOUT UNIFORMS; fireplace insert. 625-3877.

MAN'S 26" SCHWINN, new tires & tubes, \$30. 747-5461.

BEDROOM SUITE, 4 pc. w-qn sz. bed, \$350. 747-5730.

GRAVELY RIDING MOWER w-30" rotary blade & 4" snow blade. 747-0980.

'70 NOVA SS 396, 350 HP, ex. cond., must see. 486-9633.

OIL BURNER w-controls, \$35; Deming well pump, \$10. 489-3710.

MOBILE HOME, 14'x60' w-25' awning, shed, cen. air, gas heat. 447-1294.

TRAILER for hauling snowmobile, cycle or three whlr, very good cond., \$275. 426-2631.

BLUE GRAPES, nice, \$6/bushel; you bring basket. 424-4998.

AKC WIRE HAIR TERRIER, 7 mos., spayed, female, \$50. 432-2192.

QUILTING FABRIC, VIP & Concord, 100% cotton, \$2/yd, aft 6 p.m. 447-6890.

'79 MERCURY CAPRI TURBO, 4 spd, new tires, good cond., make offer. 422-7152.

DINING ROOM SUITE, 9 pcs., \$1,200. 486-1522.

'76 PORTA CABIN POP-UP CAMPER, slps 8. 484-7826.

'78 DATSUN B210 HATCHBACK, 4 spd, dependable, \$500. 432-9038.

LOG SPLITTER, 7 HP eng., 24" hyd., ex. condition, \$750; Sears elec. dryer, good cond., \$50. 693-2814.

OAK BUNK BEDS, good condition, \$75. 447-6247.

'78 BONNEVILLE LANDAU, 350 auto, air, cruise, tilt, stereo, very clean. 483-4889.

14' STARCRAFT BOAT, V bottom, Gator tilt trlr, 7.5 Merc., \$950. 485-6745.

RAILROAD TIES, \$6 ea. 485-2002.

'85 FUQUA MOBILE HOME IN FLORIDA, reduced far below cost. 493-4726.

HOTPOINT REFRIGERATOR, 15 cu. ft., avocado, \$150. 447-4404.

MOBILE HOME, 14'x70', 3 bdrms, 2 baths, fenced, shed. 622-4543.

16" REMINGTON CHAIN SAW w-extra chains, \$75. 1-854-3007.

AKC NORWEGIAN ELKHOUND PUPPIES. 637-3482.

SAMSONITE CARD TABLE w-4 folding chairs, \$30. 432-2328.

SERVICE

CAR CARE - buff, polish, carpets, aft. 7 p.m. 747-0035.

C&W MUSIC, 5 pc. band, for dances, parties, weddings, etc., adv. bookings required. 489-3704.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

EXPERT PAINTING - experienced, interior/exterior. 432-3305.

BABYSITTING, my home in Waynedale area, daily until 5 p.m. 747-1171.

COMPUTER SERVICE, resumes, bulletins, letters, labels, etc. 422-9720.

LIVE MUSIC for weddings, parties, any occasion. 432-9397.

FOR RENT

CONDO FOR SIX, Fairfield Glade, TN, 10/3-10/10, \$400/wk. 432-5764.

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly, avail. now-Dec. 485-4264.

FURNISHED CONDO, anywhere in U.S., one wk, between now & Dec. 20; call aft. 5:30 p.m. 485-2103.

WANTED

THREE BEDROOM MOBILE HOME, good cond., reasonable price, wkdays. 484-3925.

WESTERN PAPERBACK BOOKS, reasonable. 424-2956.

PERSON TO REFINISH CEDAR CHEST; call eves. or wkends. 483-6847.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SNARK SAILBOAT, Sunflower model preferred. 456-2645.

CONSOLE STEREO, good condition, reasonable. 424-8691.

In memory

George H. Goeglein, 1940 W. Third St., died Aug. 26. He retired from GE in 1959.

Marcella S. Koehn, 2301 Fairfield Ave., died Aug. 29. She retired from GE in 1965.

Erma L. Krock, 1522 Tilden Ave., died Aug. 30. She retired from GE in 1965.

Eldon L. Arnold, 8917 S. Anthony Ext., died Sept. 1. He retired from GE in 1967.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

S&SP notices mailed

Savings and Security Program 'payout' notices were mailed to employee homes beginning last week, said Doyt Schaadt, manager of personnel accounting and banking.

The forms say "1983 Holding Period Distribution Notice" at the top and should be retained for employee records. Part 2 of the notice is to be returned to Personnel Accounting by Oct. 17 if changes are desired in the way securities are to be paid out in January 1987. Part 2 can also be used

to change the employee's address or registration of securities.

This year, the notice provides a new feature for cash distribution rather than securities.

Employees can choose to leave part or all of their payout in the Retirement Option Account to keep their securities in the S&SP "tax shelter." The notices provide an estimate of the income tax consequences of the four payout options to assist employees in making their payout decision.

Pensioner Potluck, Euchre schedule

GE Pensioner Potlucks are scheduled for Oct. 14, Dec. 9, Mar. 10, and May 12.

The Pensioner's Euchre Club will meet Oct. 6, Nov. 4, Dec. 2, Jan. 6, Feb. 3, March 3, April 7, and May 5.

"Remember When" program Oct. 20

The "Remember When" Program is scheduled for Oct. 20 at the Ramada Inn, 1212 Magnavox Way (off Highway 14 West). The Golden and Grand Apple Banquet Rooms are reserved for the occasion.

There will be a cocktail hour starting at 5:30 p.m. Dinner will be served at 6:30. The cost is \$9.

Reservations by Oct. 1

Please make a reservation by Oct. 1 by calling Hazel Razor, 483-3858, Gladys Getts, 745-7607, or Marcella Driscoll, 485-4291. Those who worked at GE prior to Dec. 31, 1955, are eligible. There will be bingo and attendance prizes.

September retiree

Ross E. Rollins retires with 34 years of service. He began as a case builder in Specialty Transformer and retires as a stockkeeper at Taylor Street. "I found GE to be a good place to work, and I think they have a good pension plan."



Trap & Skeet League forming

The GE Club Trap and Skeet League is now forming. There will be a meeting on Sept. 17 at Bentz's Shooter, three miles west of Roanoke on Meridian Road.

The league shoots for 20 weeks. For more information, call Les Palmer, Ext. 2855 or 747-6682.

Clip and save

Clip and save

GE BENEFITS DIRECTORY

Employee Relations Contacts:

Wire Mill & Transportation

Wire Mill Dan Alspach, 3236
Transportation or Luana Oehlhaffen, 3659

Motor Production

Building 32-1 Dan Alspach, 3236
Building 19 hourly
Building 8 hourly
Taylor Street model shop

Motor Production

Section 14 hourly John Peirce, 4582
and salaried or Luana Oehlhaffen, 3659
Taylor Street Area Services
Taylor Street Power House

Motor Production

Broadway Motor Production John Peirce, 3648/4582
hourly and nonexempt or Jack Hughes, 3660
Broadway Area Services
Plant Protection

Components Sales

CSD Pat Harris, 3335
or Fred Eckart, 3238

Motor Technology

Technology salaried Jim Martin, 3654
or Cal Keys, 3656
or Harry Patterson, 3769

Specialty Transformer

STO exempt salaried John Pcolinski, 2442
STO hourly and nonexempt Mearv Ruhl, 2916
or Sharon Bynum, 2915

Motor Finance

Finance, Relations, Legal Fred Eckart, 3238

Motor Production

Motor Production exempts John Hofmeister, 3605
or Harry Patterson, 3769

Motor Marketing

Marketing Fred Eckart, 3238

ACSD

ACSD exempt and Janet Laing, 434-5131
nonexempt salaried or Sandra Herbold, 434-5136
ACSD hourly Ed Stratton, 434-5132
or Sandra Herbold, 434-5136

For more specific benefits assistance:

Employees in Motor and Transformer businesses in Fort Wayne who need more specific benefits information should contact the following experts for each of the plans. AECD people should contact their employee relations representative listed above.

GE Insurance Plans

Medical Claims - Call the Connecticut General '800' number listed on claim forms. If satisfaction is not received, contact the employee relations representative listed above.
Weekly Sickness and Accident Linda Hilton, 3871, 18-1
Personal Accident Insurance, Long Term Disability, Dependent Life Insurance Maritza Badger, 3265, 18-1
Life & Dismemberment Insurance Information & Claims Processing Margie Guinn, 3262, 18-1

Additional Life Insurance (Exempts) Homer Jennings, 3260, 18-1
Personal Excess Liability Insurance (Exempts) Doyt Schaadt, 3234, 18-1

Investment Plans

Savings & Security Program (S&SP), Vacation Banking, Retirement Option Account, Deferred Pay Account, Regular Savings Walt Nielsen, 3268, 18-1
Employee Stock Ownership Plan (ESOP) Doyt Schaadt, 3234, 18-1

Pension Plan - Employees

General Sharon Harter, 3261 or Homer Jennings, 3260, 18-1
Pension Service Restoration, service terminations other than retirements Ruth Woehner, 3264, 18-1

Dental Assistance Plan

STD Sharon Bynum, 2915 or Mearv Ruhl, 2916
Group/Division Staff Operations Bernita Stevens, 3021, 18-1
CSD Pat Harris, 3335, 18-5
All other operations See Employee Relations representative listed above.

Product Purchase Plan

Motor and Transformer employees Loretta Jones, 3266, 18-1
ACSD employees see any secretary.

Other Benefit Plans

Emergency Aid Plan, Vacation, Holiday, Educational Assistance, Sick and Personal Business Pay, Salary Continuance, Suggestion Plan, Military Service, Jury Duty, Death in Family Pay, Guaranteed Educational Loan Program, Employee Educational Loan Program See your Employee Relations representative listed above.



General Electric News

SEPTEMBER 18, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 32

Pre-employment drug testing to begin next month.

Page 4

Genever-Watling: Teamwork key to success

David C. Genever-Watling, newly appointed vice president and general manager, shares his thoughts about the Motor Business.

GE NEWS: What was Chairman Jack Welch's charge to you as you accepted your new position?

GENEVER-WATLING: First let me make it clear that he absolutely did not send me here to sell or chop up the Motor Business. On the contrary, my mission is to find a way to restore the Motor Business to its former status as one of the key elements of General Electric's core business structure. The chairman is committed to the Motor Business and will provide the support necessary to accomplish our mission.

Over the next several months, as a business team we will develop a strategy and establish a plan to promote the near-term and long-term viability

...The General Electric Company is very positive about our future, and so am I.'

of the business, with emphasis on shaping our world rather than letting it shape us. We will then communicate that plan to employees and, with their help, aggressively implement it.

GE NEWS: What are your initial perceptions of the Motor Business?

GENEVER-WATLING: Having been here only a couple of weeks, you might say that I have just enough information to be dangerous. Obviously, I have much more work to do. However, you asked for initial perceptions, so here they are.

The Motor Business faces one of the most difficult marketplaces I have seen. Many of our customers have been damaged by foreign competition and soft domestic demand. Excess motor manufacturing capacity throughout the world has led to a cutthroat price war which is hurting our ability to make a profit.

On a positive note, I have been favorably impressed with the Motor Business people I've met. We have the talent, motivation and dedication among our people to meet the marketplace challenge.

I think strong leadership must be exerted and teamwork promoted to more effectively utilize our great competitive weapon - our people. I will provide that leadership and em-



David Genever-Watling, vice president and general manager of the Motor Business, said, "I place a high premium on candor in my communication to others and theirs to me."

phasize teamwork among my staff and, indeed, throughout the organization. In my view, teamwork is an absolute prerequisite for success. Without everyone pulling in the same direction, our ability to compete would be seriously impaired.

GE NEWS: Tell us about your management style. What is important to you?

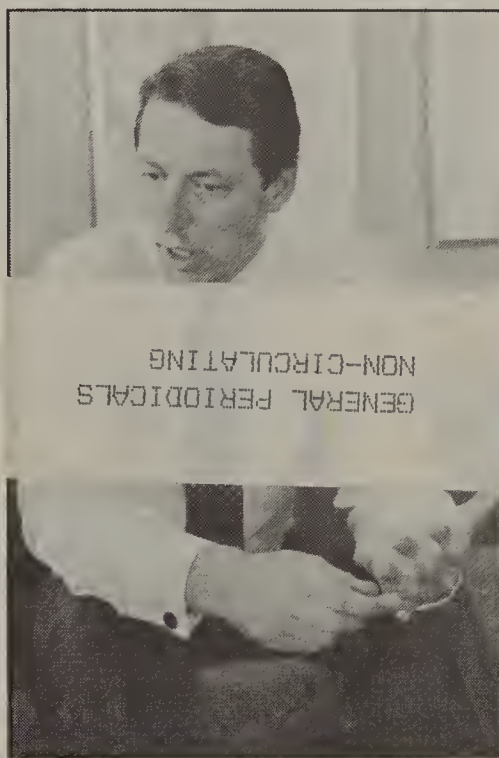
GENEVER-WATLING: Open communication, teamwork, participation and constructive conflict - these are the things that are important to me.

I want people to tell me what they think, not what they think I want to hear. An honest expression of what one thinks and believes is essential throughout the entire organization. In this complex and dynamic business, you need the best data available - and fast - in order to make effective decisions. If you have a practice of "shooting the messenger," you will end up in an informational vacuum and be destined to fail as a business. I place a high premium on candor in my communication to others and theirs to me.

I also place a high value on constructive conflict. The best decisions come from open debate. You can do this when working as a team because the members support one another, even though they may honestly disagree about how to solve a problem. However, once a course of action is determined, implementation of the plan must be quick and decisive with full support from the total team.

GE NEWS: Do you have confidence in the long-term viability of this business?

GENEVER-WATLING: Absolutely. Motors is one of GE's oldest busi-



nesses. Along with a number of others such as Lighting, we are synonymous with GE. As long as we continue to focus our energies on serving the motor market better than any competitor, we will succeed as a business over the long haul.

If our competitors think the Motor Business is going to lay down and die or that GE's commitment to the Motor Business is wavering, they better think again. We are committed for the long term. Both employees and competitors need to get that message.

GE NEWS: What are some of the key things we need to concentrate on for the remainder of the year?

GENEVER-WATLING: As I mentioned earlier, we've got to develop a strategy to get this business back on a positive path. We are not getting where we want to be with the strategy that's been pursued so far. Obviously what is called for is something different - something more creative and imaginative that broadens our horizons and takes a more global view of the motor business.

Within this framework, we'll be looking at a number of issues, such as allocating limited resources among competing programs; countering vertical integration moves by competitors (such as Emerson's purchase of Copeland); offsetting the more than \$50 million labor-cost advantage enjoyed by competitors; controlling base costs; taking creative measures to counter eroding prices; and achieving growth in a flat market.

Additional actions we need to take in 1986 include:

- some functional repositioning within the organization to enhance effectiveness;

- stabilizing production requirements so we can stop disrupting operations in our factories;

- managing inventory and other factors of production without compromising our ability to provide excellent customer service.

GE NEWS: How do the Self-Directed Workforce and Excellence Through Quality concepts fit into the business picture?

GENEVER-WATLING: Both of these are critical to any strategy that looks for world leadership, and obviously we have to look at our marketplace on a global basis. These concepts should be applauded and continued as part of our new strategy.

Ever since working in a factory as a youth, I've believed people should have the opportunity to influence the end-product and what goes on in the marketplace. Employees should not feel like - or be treated like - machines. Both the Self-Directed Workforce and ETQ give employees the opportunity to affect their own destiny and allow the business to leverage the skill and knowledge of our people.

GE NEWS: If you had an opportunity to talk one-on-one with each employee, what would you say?

GENEVER-WATLING: I want everyone to realize that I didn't walk in here with all the answers. My staff and I need time to work out a strategy - the right strategy. As soon as this is accomplished, I will share it with employees.

While we're working on our strategy, we can't lose sight of the fact that everyone must contribute by cutting costs without compromising our ability to get high quality products to customers on time and at a competitive price. My charge to people is: If you see something wrong that could be done better, try to fix it - whether it's limiting the impact from factory load fluctuations, reducing inventory by finding ways to fill more orders out of stock, or simply rededicating oneself to excellence on the job.

Above all, don't give up. As I said before, the General Electric Company is very positive about our future, and so am I.

'If our competitors think the Motor Business is going to lay down and die or that GE's commitment to the Motor Business is wavering, they better think again.'

Team from Corporate Information Technology visits Customer Service Operation

A team of people from Corporate Information Technology visited Fort Wayne last month to review programs and systems in the Motor Business Customer Service Operation.

Visitors included Ed Skiko, vice president of Corporate Information Technology; Charlie Flathers, manager - Customer Service Project; and Jayne Boyton, manager - Customer Service Systems.

"The Motor Business is on the leading edge of GE's thrust to provide world-class service to its customers," Frank Kurung, Customer Service

Operation manager, assured the visitors.

John Earlywine, Motor manager of Customer Service support, reviewed sophisticated computer systems which are aiding the Motor Business' customer service effort. For example, one system allows a distributor to describe a motor he wants on a computer terminal, and then the computer searches existing stock models which might meet the need. If an existing model will work, it can be ordered right on the computer.

Other systems calculate power-bill

savings resulting from the use of Energy Saver motors and provide order status information. Earlywine also pointed out that the Motor Business has one of the most highly automated order-entry programs in the company.

"Many of our customer-service systems will be even more useful when they become fully integrated into our Order-Ship-Bill system (OSB)," said Don Myers, Motor Information Systems manager.

OSB consolidates processing previously accomplished by individual

systems from the former product departments into a single enhanced approach for the Motor Business, Myers explained. It will provide the database for many of the customer-service computer systems.

Skiko complimented the Motor Business on its strong accomplishments in customer service.

"The success of this or any project depends on your ability to set clear cut and well-defined goals and measurements of progress toward meeting those goals," Skiko advised.

EAP counselors explain the drug "crack"

Much attention has been given to the drug "crack" lately. Employee Assistance Program counselors Dag Arnold and Mike Miller explain uses and dangers of this frightening drug.

"Crack" or "Rock" is a relatively new form of an old drug, cocaine.

Technically most of the cocaine smuggled into the United States is in the form of sulphate. While it can be snorted or injected, it burns at such a high temperature that it cannot be smoked without eliminating most of the drug's effect.

Until recently, the only way to convert cocaine sulphate into cocaine hydrochloride (which can be smoked) was to heat it in the presence of ether (free-basing). This is expensive and dangerous, as comedian Richard Pryor and others have discovered. Crack, a simple chemical conversion, now

permits the easy exchange of regular cocaine into smokable cocaine.

Sold at lower price

Crack has created an entirely new market for cocaine, and has radically altered the pattern of its use and users. Cocaine is expensive. But crack can be sold in smaller amounts at a much lower price. It can be sold in smaller amounts because the route of administration (inhalation of fumes) is much more rapid and direct than "snorting." The result is that the person gets higher faster, and crashes sooner and harder.

There is an almost immediate need to repeat the dose, and this quickly leads to habituation and dependence. There are some reliable studies which indicate that dependence is almost instantaneous with the first use. Crack is truly a frightening drug, particularly as it is being sold to a much younger

market.

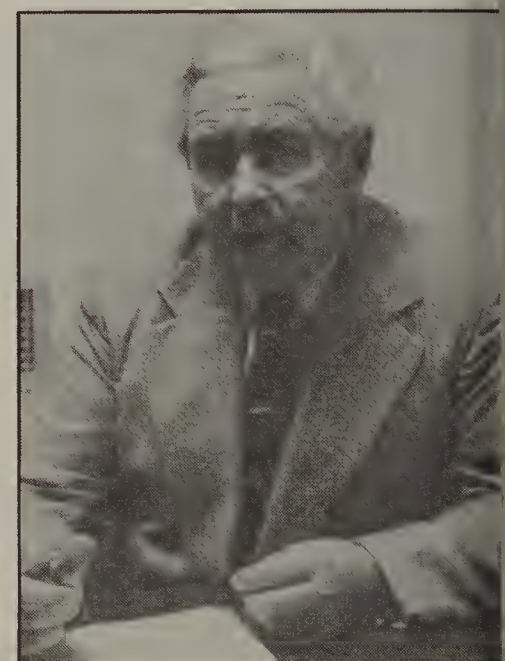
At present, police report that they have seen little evidence of a significant amount of crack in our area. But they also caution that usually it's a matter of time before new drugs become available here.

Signs of use

Indications of crack use include:

- High levels of excitement and activity, perhaps followed by apparent depression.
- Paraphernalia such as small pipes, butane lighters, plastic or glass vials.
- Sleeplessness, agitation, euphoria and argumentativeness.

Anyone who suspects that a family member or friend is using crack may get help dealing with the situation from Arnold or Miller. They can be reached through the Employee Assistance Program office, Ext. 3671 or at Park Center, 482-9111.



Dag Arnold, Employee Assistance Program counselor, talks about signs evident in "crack" users.

Volleyball meeting set for Sept. 24

The GE Club Volleyball League organizational meeting will be held Wednesday, Sept. 24, in the trophy room of the GE Club Bowling Alley.

Staff captains or people forming

teams are invited to attend. Individuals who are interested in being on a team should call Dennis Sherman on Ext. 2049.

Golf scramble deadline Sept. 4

A reminder that golfers planning to play in the Oct. 4 GE Club Fall Scramble at Riverbend Golf Course should sign up by Sept. 4.

It will be a four-player Florida scramble with handicap. Prizes for individual longest drive and closest to

the pin will be awarded. The scramble will have a shotgun start beginning at 8:30 a.m.

Those who would like to play but do not have a form should call Lynn Bradtmueller on Ext. 3703.

Health lecture scheduled Oct. 11.

"Health Throughout the Decades of Life" is the topic of a lecture to be presented by Dr. Lendon H. Smith at the Grand Wayne Center on Saturday, Oct. 11.

Dr. Smith is a nutrition-oriented pediatrician, lecturer and author of many books including "Feed Your Kids Right" and "Feed Yourself Right". He has also appeared in the Emmy-

award winning film "My Mom's Having a Baby" and "Where Do Teenagers Come From."

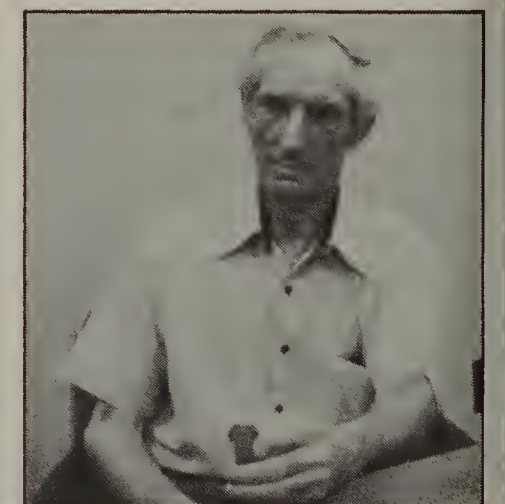
A luncheon will begin at noon followed by lecture and questions from 1:30 to 3:30 p.m. Tickets are \$17.50 per person and are available at Rogers Markets. Proceeds from the event will go to Crossroad-Fort Wayne Children's Home.

Herb Mailand recognized for 45 years of service

Herb Mailand, repair and return at Taylor Street, recently celebrated his 45th year of GE service.

Production Manager Pat Palmisano, Materials and Quality Systems Manager John Baughan, and Foreman Rich Steele congratulated Mailand and presented him with a wristwatch.

"It has been a great 45 years," Mailand said. "I've seen a lot of changes in my pay and benefits over the years."



Employees retire recently

The following employees recently retired from General Electric: Richard D. Mumma, plumber at Taylor Street; and William K. Eversole, enameler in the Wire Mill.

GE NEWSLINE

Increased sales of laundry products brings 150 GE employees back from layoff

LOUISVILLE - Increased consumer demand for GE's home laundry products has returned 150 laid-off employees to work at GE's Major Appliance Business Group plant in Louisville.

The majority of recalls were on the second shift in order to increase washer production. There has also been an increase in the production of clothes dryers.

Gene Andert, Sales Planning specialist, Building 4-6, said this will have a positive impact on the Motor

Business because the Motor Business sells motors to Louisville. "As they Grow, we grow," he commented.

In greeting the recalled employees, Bernie Boone, manager of shop operations, pointed out, "the reason you are here is because our sales are very good. Our quality over the past three years is tremendous, and quality is a big sales generator."

He emphasized that "consumers rate GE number one in quality, and we've got to keep it that way."

Japan increases imports of manufactured goods

TOKYO - Japan's imports of manufacturing goods rose 24% in the first half of 1986 from a year earlier, according to the Japan External Trade Organization.

The rise was attributed, in large measure, to the fact that the cost of these imports has been reduced by the

increasing value of Japan's currency, the yen, in world markets.

Manufactured-goods imports totaled about \$24.7 billion in the half and accounted for 38% of total imports.

The soaring value of the yen has also reduced Japan's exports by increasing the cost of Japanese goods overseas.

China forms venture with Japan to spur its economic modernization

TOKYO - The Chinese government has established a joint trading company in Japan to import into China products which are necessary for its economic modernization.

The trading house is called Daya

International Industry Co. It was set up by China International Trust & Investment Corp., together with Japan's Yasuda Marine & Fire Insurance Co., Daya Trading Co., and Industrial Bank of Japan Ltd.

GE agrees to sell its share of RCA/Ariola

General Electric has agreed to sell its 75% interest in RCA/Ariola, a worldwide record and music-publishing company, to Bertelsmann A.G. Bertelsmann, based in Guetersloh, West Germany, already owns 25% of RCA/Ariola.

Also included in the sale are the

RCA Record Club, RCA Video Productions and RCA Records Special Products.

The sale, subject to various U.S. and foreign governmental reviews and approvals, is expected to be completed near the end of this year.

Going to Disney World or Disneyland?

Magic Kingdom Club membership offers discounts at Disney World and Disneyland to General Electric Company employees and retirees.

To obtain a free membership card (valid for the employee and all members of the family)

or information on the valuable benefits available to club members, employees should send their name, home address and employee pay number along with a legal size self-addressed stamped envelope to Marilyn Rupright, P.O. Box 2204, Fort Wayne, IN, 46801.



Adlets

FOR SALE

SAMSONITE LUGGAGE. 436-0348.

HAVILAND CHINA, Moss Rose pattern, not full set, approx. 30 pcs., offers. 747-2796.

LADIES BOWLING BALL & BAG, 10 lb., \$15; bwlg shoes, sz. 6-1/2, \$3.50; men's bowling ball & bag, \$10. 747-3871.

MAPLE DINING ROOM CHAIRS, 6, S Bent Bros., \$60 each. 432-5016.

'81 DODGE CONVERSION VAN, V8, auto, ps, pb, new tires. 485-8463.

'85 SCHWINN PREDATOR, \$100; '83 Honda ATC 200, \$775; '78 Kawasaki KM 100, \$275; '80 Everett console piano, \$1450. 432-7927.

'78 MONTE CARLO, loaded, \$1,995. 1-419-399-3923.

DRAPES, 5 pr., 24"x85" w-pleats, sheers, rods, best offer. 747-0980.

10" GE TV, B&W; 1 stl bltd rad. tire, 75R14, new, \$40. 485-1709.

SOFA, 8', good cond.; dk pine tbls, 3, \$425 for all; call aft. 4 p.m. 485-3215.

'80 PONTIAC PHOENIX LJ, air, pwr, AM-FM radio, one owner, Tenn. car, new tires, shocks, Bdwy lot, \$2,395. 428-3039.

LADIES CASHMERE COAT, med. like new, aft. 4:30 p.m. 745-0662.

VW BUG PERFORMANCE 2 BBL CARB, manifold, dist., \$80. 485-6871.

'74 CHEV. MALIBU, runs good, \$200; twin bed, complete; fireplace insert. 639-3300.

LIVING ROOM CHAIRS, 2, mtchg, very good condition. 483-4889.

COLONIAL BRAIDED RUG, 6' dia., excellent condition. 485-6047.

CAP FOR S-10 CHEVROLET, 9 mos. old, \$150. 1-356-1735.

'76 DATSUN PICKUP W-CAP, runs & looks good, \$1,350, aft. 6 p.m. 486-2797.

CHECK SIGNER, ideal for small business. 483-0678.

'79 SNOWMOBILE, 440 Kawasaki, w-trlr, helmets, \$1,000 or best offer, aft. 6 p.m. 485-4215.

GARAGE SALE, Sept. 18, 19 & 20, 3030 Elm-dale Dr., SE.

'70 NOVA, original 396, 67,000 miles, blk, must sell. 486-9633.

NEW FOUR FT. CHAIN LINK FENCE, 35 ft. @ 53/ft. 489-3710.

MEN'S 26" SCHWINN, new tires & tubes, \$30. 747-5461.

'74 MONTE CARLO, 2 dr., V8, 350, bwn, \$500. 747-6449.

WANTED

LIVE-IN COMPANION, needs some help. 447-1467.

LAKE COTTAGE W-BEACH & FISHING BOAT, for '87 season. 436-7275.

TOBOGGAN, good condition. 672-3416.

FOR RENT

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly, avail. now through Dec. 485-4264.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW - make your next event come to life. Fun for all ages. 745-1545.

VIDEO TAPE, any occasion, specializing in weddings; DJ for weddings, parties, etc., Tom. 447-4447.

COMPUTER SERVICE - resumes, bulletins, flyers, etc. 422-9720.

PAINTING, experienced - interior/exterior, free estimate. 432-3305.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

ROOFING - repair/renew, free estimate. 747-5531.

LIVE MUSIC FOR WEDDINGS, parties, any occasion. 432-9397.

Bowling

Week of 9/8

Joe Bryle	224
Gil Baker	643
Al Wasson	237
Don Neuhaus	213

Visit the
Building 21 branch

**FORT WAYNE
NATIONAL BANK**
that's my **BANK**



In memory

Charles H. Koomjohn, 820 Nuttman, died Aug. 18. He retired from GE in 1953.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Pre-employment drug testing to begin next month

To ensure that the safety, security and performance required in company operations are maintained, General Electric will require pre-employment drug tests for all job candidates effective October 6.

According to Dr. Tom Casey, GE's corporate medical director, "the drug-testing program is a broadening of the company's commitment to provide a safe and productive work environment. Our goal is to obtain a work environment free of drug abuse."

Mandatory procedure

Applicants who wish to be considered for employment at General Electric will be required to participate in the company's mandatory

screening for the presence of drugs. The tests will be administered in conjunction with other tests that are a routine part of GE's pre-employment physical examination.

The drug-screening procedure will be conducted under the direction of medical professionals, and the tests will be scientifically analyzed by a qualified laboratory using proven methods for quality assurance. The results of the tests will be kept in strict confidence.

Applicants will not be hired when test analysis confirms the presence of illegal or unauthorized drugs in their systems. Rejected applicants may discuss the medical examination and drug test results with the physician responsible for the medical evaluation. They may be reconsidered for employment

and retesting after six months.

Drug screening expanding

"Studies indicate that many of the nation's major corporations have implemented pre-employment drug-screening programs and that the trend for drug testing is steadily increasing," Casey noted. "Drug testing is also becoming more widely used in other areas of society, such as government and sports."

Among the problems associated with drug abuse in the workplace are increased absenteeism, on-the-job accidents, damage to equipment, bad business decisions, as well as criminal activity such as drug dealing, theft and embezzlement.

S&SP report for August

Here are the prices used to credit Savings & Security Program accounts in August.

GE stock, \$75.583; S&S Mutual Fund, \$42.362; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund \$12.60.

Year-to-date annual income rate for the HP Fund was 13.7% for '83 investments, 13.2% for '84, 12.9% for '85, and 10.7% for '86.

LT Funds YTD annual reinvestment income rate was 10.0%; and for the Money Market Fund 7.5%.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Organization eligible for "More Gifts...More Givers" matching

'Audiences Unlimited' volunteers bring joy to nursing home residents

If it weren't for Lillian Embick and the other volunteers of Audiences Unlimited Inc., thousands of nursing home residents and institutionalized persons would never experience the joy and exhilaration of the creative arts.

Seeks free admissions

Lillian, founder and executive director of Audiences Unlimited, seeks free admissions or dress-rehearsal privileges to community events, such as Philharmonic concerts, Civic Theatre plays, organ concerts and ballets, for residents of nursing homes, retirement homes, mental institutions and low-income senior citizens' housing complexes. She charts vans to transport these people from their facilities to the events.

"Every day I read newspapers looking for programs that I can take people to," she said. "When I see an event coming, I call and ask for tickets."

Some can't leave their institutions due to their physical condition, so Lillian brings programs to them. These programs range from dance bands to Philharmonic ensembles.

Lillian and her husband Byron Embick, a GE retiree, started Audiences Unlimited 14 years ago. Byron was still working and had limited time to devote to the project. Today, he serves as secretary-treasurer and puts in several hours of volunteer work. Around 20 other volunteers and a board of directors devote their time to Audiences Unlimited as well.

Half-million served

More than a half-million people have

been served by Audiences Unlimited. For many it was the first time they had been out in the community in more than 15 years. About two thirds of the people served live too far away from their families to see them more than once a year, and a few have no family at all.

"It's a tragedy," Lillian said firmly. "Back in the Blizzard of 1978, everyone was talking about 'cabin fever' from being shut in a few days. Imagine being confined in an institution for many years with few or no visitors or entertainment."

Planning and executing 10,000 programs has been taxing on Lillian, but she is still strongly committed to Audiences Unlimited. She said one of

her goals for the future is to reach home-bound persons.

Depends on donations

Audiences Unlimited depends on donations from individuals and organizations in the community to help pay for the high transportation, office programming and other costs. General Electric employees may contribute \$15 dollars or more, and the company will match their gift through the Foundation's "More Gifts...More Givers Program." Forms for matching are available from Gloria Smith Building 18-1, Luana Oehlhafer Taylor Street Employment Office, or Sandra Herbold, ACSO Relations.



Residents of a local nursing home enjoy entertainment sponsored by Audiences Unlimited, Inc.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



VED

ary

General Electric News

SEPTEMBER 25, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 33

GENERAL PERIODICALS
NON-CIRCULATING

Proposed tax changes may affect distribution

Savings and Security Program distribution notice offers cash payout option

Some 119,000 GE employees - participants in the Savings & Security Program in 1983 - have received holding-period distribution notices for S&SP investments scheduled to be distributed in January when the three-year holding period ends. The notices were sent to employees' homes in the first week of September.

The distribution notice has been redesigned this year to reflect the new cash-payout option available for the January 1987 distribution. For the first time, participants can elect to receive a cash payout of their holding-period savings, instead of securities.

Part 1 of the distribution notice contains important information which S&SP participants should carefully review. Shown are:

- Credits you are eligible to receive in the January distribution, including your matched savings contributions of up to 7% of pay and additional unmatched savings of up to 10% of pay.

- Distribution alternatives, including the estimated distribution value of securities or cash to be received.

- Projections of taxable income, if any.

- Registration and mailing address information on file.

- The current federal-tax withholding election.

Oct. 17 deadline

Part 2 of the form is used by participants to make any changes in the distribution election, registration, mailing address, and federal-tax withholding election. Although the deadline date listed on the change form is Nov. 1, Motor and Transformer employees are asked to sign and mail theirs to reach Personnel Accounting by Oct. 17. The address is General Electric Company, Personnel Accounting, 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801. ACSD employees should mail their changes so they reach Employee Relations by Oct. 24. The address is General Electric Co., Employee Relations, P.O. Box 2232, 2000 Taylor Street, Fort Wayne, IN 46801.

"It's very important for S&SP participants to pay attention to the information on both sides of the distribution notice form," says Doyt Schaadt, personnel accounting manager. "By checking the form now and sending in any changes before Oct. 17, participants can avoid the delays of having their distribution sent to the wrong

PART 1

1983 HOLDING PERIOD DISTRIBUTION NOTICE

Securities and cash are scheduled for registration and delivery to you as shown below unless you instruct otherwise by completing and returning PART 2.

CURRENT DISTRIBUTION ALTERNATIVE ON FILE		YOUR 1983 CREDITS (Bonds at Maturity Value, HP/LT Current \$ Value)				
		BONDS	STOCK	MUTUAL FUND	HP/LT FUND	CASH
		(\$)	(SHARES)	(UNITS)	(\$)	(\$)
YOUR CURRENT DISTRIBUTION ALTERNATIVE ON FILE IS TO DELIVER TO STATE CO INCOME SECURI	EMPLOYEE CONTRIBUTION	3600	16.4702		889.93	41.84

PART 1

GENERAL ELECTRIC SAVINGS AND SECURITY PROGRAM

ESTIMATED UNRECOVERED INVESTMENT AND 1987 TAXABLE INCOME

All amounts except Interest Income are rounded to nearest \$100

DISTRIBUTION ALTERNATIVES AVAILABLE	ALTERNATIVE 1		ALTERNATIVE 2		ALTERNATIVE 3		ALTERNATIVE 4	
	SECURITIES	CASH	SECURITIES	CASH	SECURITIES	CASH	SECURITIES	CASH
FEDERAL UNRECOVERED INVESTMENT AT 6-30-86	2,300	2,300	2,300	2,300	2,300	2,300	2,300	2,300
ESTIMATED CONTRIBUTIONS LAST SIX MONTHS 1986 Excludes Deferred Pay and Employee Contributions used to purchase Bonds and Insurance	500	500	500	500	500	500	500	500
FEDERAL HELD UNLESS ELECT BOX N ESTIMATED UNRECOVERED INVESTMENT AT 12-31-86	2,800	2,800	2,800	2,800	2,800	2,800	2,800	2,800
LESS ESTIMATED VALUE OF 1983 DISTRIBUTION :								
BONDS (COMPANY PAYMENT ONLY - ESTIMATED REDEMPTION VALUE)								
STOCK EMPLOYEE CONTRIBUTIONS 53.17 COMPANY MATCH 78.00	600	700	200	300			100	100
MUTUAL FUND @ 41.50	200	200	200	200			100	100
HP/LT INTEREST FUND @ 10.00	200	200	200	200			100	100
TOTAL Estimated Distribution Value	1,000	1,100	600	700			300	300
ESTIMATED UNRECOVERED INVESTMENT AT 1/2/87	1,800	1,700	2,200	2,100	2,800	2,500	2,500	2,500

Savings and Security Program participants recently received a notice like this for next January's distribution. The Notice includes important distribution election, tax, securities registration and mailing address information. Motor and Transformer employees should mail changes so they reach Personnel Accounting by Oct. 17. ACSD employees should send their changes to Employee Relations by Oct. 24.

address or the aggravation of changing registrations after the securities are received."

Schaadt points out that individuals who want to receive their distribution in cash will have to fill out and return the change form.

"Since the cash payout is a new option, it will have to be elected by the participant. The only way to choose this option is to fill out and send in the change form, Schaadt said.

GE savings plan experts point out that tax law changes currently being considered by Congress add an element of uncertainty to S&SP distribution decisions being made by GE people this year.

"Clearly the proposals that Congress will be voting on would have a wide-ranging effect on employee savings plans like S&SP," says Tom Burns, Corporate Employee Benefits manager at GE headquarters in Fairfield, Conn.

Consider tax-law proposals

Burns says the most immediate

concern for GE people is the effect the tax proposals would have on next year's distribution. Since the distribution will be made in calendar year 1987, income from the distribution will be taxable at rates in effect next year.

Burns points out that there could be an additional tax. "Under the tax-change proposals, there would be an additional income tax of 10% on taxable income received in any distribution beginning in 1987. This means, for example, that an individual with taxable income of \$2,000 from next year's distribution would pay a \$200 additional income tax. This is in addition to the regular taxes paid when the income is reported at tax time. Depending on the amount of taxable income in next year's distribution, the possibility of an additional income surtax could be an important consideration in making decisions on how to take the January distribution."

The distribution notice provides plan participants with an estimate of taxable income under each of the distribu-

tion alternatives.

Avoiding 1988 tax

One way to avoid taxes in 1988 on the January 1987 distribution is to take advantage of S&SP's Retirement Option Account (ROA). Three of the distribution alternatives allow participants to place part or all of the distribution in the ROA. In recent years, about 23% of those eligible for distributions have used the ROA. Many cite tax deferral as the reason for choosing to defer distributions through use of the ROA.

Securities retained in the ROA continue to grow tax-free until a participant retires or leaves GE. Regular ROA securities (excluding Deferred Pay) can be withdrawn for the purchase of a primary residence, to pay college tuition bills, or for serious personal financial emergencies. Deferred Pay Account securities can be withdrawn only for serious personal financial emergencies and only after all regular S&SP and ROA amounts have been withdrawn.

Hofmeister appointed Motor Relations manager



Hofmeister

John Hofmeister, previously manager of Employee Relations for the Motor Production Department, has been appointed manager of Employee Relations for the Motor Business.

The announcement was made last week by David Genever-Watling, vice president.

"I have challenged John and all Motor Business Relations staffs in the months ahead to provide human resources leadership to rekindle faith in ourselves and pride in our purpose," Genever-Watling said. "Our success in the marketplace will come from the commitment and involvement of our people. Relations will facilitate that process while driving teamwork, organ-

ization effectiveness and the personal development of people throughout our organization."

Hofmeister joined the Motor Business in 1982 as Relations Manager for the General Purpose Motor Department. He previously worked in the Corporate Employee Relations Operation in Fairfield, Conn., as a union relations negotiator. Starting on GE's Relations Management Program in 1973, he has held a variety of positions in several GE businesses including Lighting, Mobil Communications, Industrial Control and Transportation Systems.

He holds a bachelor's and a master's degree in political science from Kansas State University.

Table Tennis League reorganizing

The GE Club Table Tennis League is reorganizing for the 1986-'87 season. There are openings in all skill categories. Members will play once or twice a week on Tuesday or Thursday from 5-6 p.m. in the Club.

Practice sessions are scheduled for Sept. 30, Oct. 2 and Oct. 9.

Phil Herrick, manager of the league, said the league will be organized so that members play against other members with similar skill.

Players should bring gym shoes or rent bowling shoes at the bowling alley downstairs.

Employee panel

Are you optimistic about the future of the Motor Business?



John Schreiber,
drill-press operator, Taylor Street

I've invested 24 years at GE, so I'd better be. You've got to be optimistic where your job is concerned.

Sometimes it's hard to be optimistic when you hear all the rumors that go around, like people saying the Motor Business is moving out of Fort Wayne.

I think the Self-Directed Workforce will solve a lot of problems down the road. People out on the floor have answers if management is serious about listening. There have been a lot of campaigns started, but then after a year or so you never hear about them again. But if we can pull the Self-Directed Workforce off and make it stay, I think it will improve morale and give us hope.



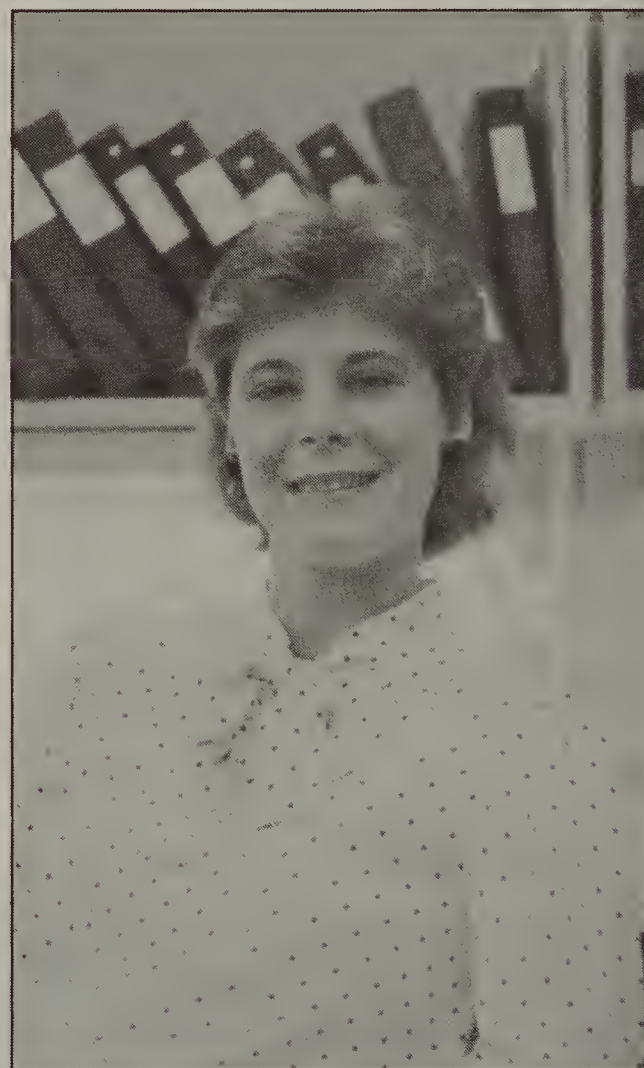
Betty Wash,
nameplate & brush assembler, Building 4-5

That's a tough question to answer because we're uncertain about so many things. The way things are going, it makes you wonder.

Nine people up here (Building 4-5) just got layoff notices. We don't have the orders. It takes orders to keep jobs.

I don't think we're too set in our ways to change if we have to.

I'm thankful that I have a job right now.



Becky Raimo,
telesales specialist, Building 4-6

Definitely. The Motor Business wouldn't be making investments in Customer Service if we weren't optimistic.

Our customer service is better because it is concentrated. With one call, our customers can discuss problems or get price, order status and other information. Our competition can't offer that.

We offer a good product - a quality product. Motors we sold years ago are still running.

GE NEWSLINE

Aircraft Engine test mechanic earns \$25,000 suggestion award

ARKANSAS CITY, Kans. - Allen Young, a test mechanic at GE's Aircraft Engine Maintenance Center at Strother Field in Arkansas City, has earned a \$25,000 suggestion award from General Electric.

Young proposed a change in a procedure which reduced the cost of replac-

ing fuel flow assemblies for military aircraft.

The cost savings from this suggestion - about \$140,000 a year - will go entirely to the U.S. government and foreign military customers who operate planes on which these assemblies are installed.

Auto-products maker to close plant

TIFFIN, Ohio - Hayes-Albion, an auto-products maker, has decided to close its iron-castings plant in Tiffin as soon as possible. About 370 hourly and salaried workers will be laid off when the plant closes.

It said the decision to close is the

result of "continuing pricing pressure from both foreign and domestic competition."

In July Hayes-Albion closed its Benton Harbor, Mich., die-cast plant. About 100 people were employed at that plant.

GE develops new gas turbine; Virginia Power first customer

GREENVILLE, S.C. - A new gas-powered turbine for generating electricity has been developed by GE's Turbine Business Operations. The MS7001F turbine is 70% more powerful than the top size gas turbine now on the market. It is capable of producing 135,000 kilowatts - enough to power a city of 72,000 people.

A prototype is under construction in Greenville, and the first customer order has already been received from Virginia Power.

A major feature is that waste heat thrown off from the turbine can be used to drive a conventional steam turbine in a combined-cycle system.

Japan may let banks buy more foreign securities

TOKYO - Japan's Finance Ministry is considering lifting restrictions on the amount of foreign securities that banks can buy using yen-dominated funds, according to a recent *Wall Street Journal* article.

A change in the rules would represent the latest in a series of steps to

liberalize capital outflows and would be aimed at lowering the strong yen, which has hurt Japan's economy by making exports more expensive, the article pointed out. If banks stepped up their purchases of foreign securities, they would convert more yen into other currencies, and such sales of yen would likely slow its rise.

Adlets

FOR SALE

'77 BUICK REGAL LANDAU, 350, tilt, air, cruise, clean, 49,000 miles. 484-9424.

BEEF - 27 oz. canned chunk, \$3.75; frzr, \$1.25/lb. 327-3475.

APPLE WOOD; railroad ties, you haul, best offer. 747-0980.

3 HP SNOW THROWER, whl drive Toro, like new, \$130. 1-589-2570.

XR80 HONDA DIRT BIKE, adult owned, ex. condition, \$400. 622-7661.

COMPLETE BED, box springs & matt., \$25; wht spook rims, \$10 or 4/\$35, good cond. 489-6223.

SEARS MICROWAVE, ex. shape, call aft. 6 p.m. 432-6236.

14'x60' REDMAN HOME, 2 bdrms, 2 baths, appliances. 482-3839.

OXYGEN CONCENTRATOR, late eves., Mon-Thurs. 424-7474.

GIRL SCOUT UNIFORM\$8; tether ball & pole, \$15; Yamaha Motocross pants, sz. 34, \$10. 749-0159.

'85 MOTOR HOME & LOT, in Florida, furnished, reduced, negotiable. 493-4726.

10HP JOHNSON OUTBOARD MOTOR, \$275; lt. clr couch, \$50; dorm size refrig., \$100. 482-7181.

GE COLOR VIDEO CAMERA, mint cond., top of the line, \$575. 428-3089.

SUZUKI MT 50 MINIBIKE, \$100. 749-8445.

HAMMOND L100 ORGAN, like new, \$995. 745-9465.

'79 THUNDERBIRD, one owner, good condition. 749-0727.

'77 CUTLASS SUPREME, good condition, runs good, new tires, air, tilt, cruise, must sell, \$1,400 or best offer. 432-8529.

AKC NORWEGIAN ELKHOUND PUPS, 5 wks. old. 637-3482.

GE REFRIGERATOR-FREEZER, 13.6 cu. ft., good cond. 485-6047.

8' SATELLITE w-all controls, priced to sell. 1-356-5800.

HAMMOND PHOENIX ORGAN, auto rhythm, like new, \$850. 447-9761.

ELNA SEWING MACHINE, cabinet model, \$50; call aft. 5 p.m. 483-6599.

WATERBED & FRAME, good condition, \$50. 456-8551.

SUEDE JACKET, sz. 38, hvy lined, \$30, cost \$60, nvr worn. 447-4066.

ANTIQUES: oak buffet w-claw feet & mirror, ex. cond., 200; lamp table, inlaid, \$60. 632-4733.

WORK BENCH, stnless stl top, 103" lg x 26" wd x 40" hg w-sink, ¾ plywood. 432-2653.

IMITATION BRASS HEADBOARD & FRAME, \$30; 16 lb. bwlg ball, \$10. 432-2328.

THREE WHEEL BICYCLE, breaks for easy hauling. 745-4595.

WANTED

GARAGE SPACE FOR AUTO WINTER STORAGE, NE Ft Wayne. 484-9424.

UTILITY TRAILER, \$50 or less. 426-2631.

SELF-PROPELLED LAWN MOWER. 747-5902.

LIVE-IN COMPANION, needs some help. 447-1467.

FOR RENT

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, weekly, avail. now through Dec. 485-4264.

SERVICE

VIDEO TAPE ANY OCCASION, specializing in weddings; DJ for weddings, parties, etc., Tom. 447-4447.

SWEETCAKES THE MAGIC CLOWN SHOW & comedy gorilla, balloons, flowers, candy & more. 745-1545.

ROOFING REPAIR or RENEW, free estimate. 747-5531.

In memory

Charles H. O'Neal, 801 Caribe Blvd., died Sept. 14. He retired from GE in 1986.

KC & COMPANY BAND, C&W music, 5 pc. band, open dates for Sept. & Oct., book early. 489-3704.

TYPING SERVICE - resumes, bulletins, labels, reports & more. 422-9720.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

Elex - October

- 3 Quintus Executive Board Meeting, 9 a.m., Richards Restaurant, Paulding Rd.
- 7 Special Luncheon, 2nd Shift Board Meeting, 12:00 p.m., Casa d'Angelo, Fairfield Av.
- 8 Paint Class, 18-1 Conference Room
- 8 Pen-El, 11:30 a.m., Bethany Church
- 13 Fashion Show, Plaza U, 6:30 p.m., GE Club
- 15 El-Par Chapter, 11:30 p.m., Woodview Health Center, 3420 E. State Blvd.
- 16 Linda Grant Christmas Fantasy, 11:30 a.m., \$5.50 lunch, Sheraton Inn, Hwy 3 at 69, Home Interiors
- 17 Quintus Chapter Meeting, 12 Noon, MCL Cafeteria, Southtown
- 27 Honorettes Social Meeting, 1 p.m., United Church of Christ, Lake Ave.
- 28 Elex Board Meeting, 4:45 p.m., Elex Office
- 28 Elex Executive Committee Meeting, 7:30 p.m., 18-1 Conf. Rm.
- 30 Honorettes Executive Board Meeting, 11:30 a.m., Hall's Guest House

GE Golf League 1986 results

Listed are the team champions from each golf course along with team members.

LADIES:
Tuesday - McMillen - Flight: Sharon Wilsey, Lois Perrine, Pam Roeske, Lucy Spratt

MEN:
Monday - Brookwood Team #3: Bob King, Kevin Osbun, Stan Reidenbach, Les Hahn, David Gerardot, Ed Hagadorn, Brad McCollum

- Colonial Oaks Team #1: Bill Green, Dick Colpetzer, Jim Plemons, Steve Shoda

- Foster/Fairview West League Team #5: Denny Glass, Bob Stano, Bruce Wilson, Don Widek, Dave Bowers, Dave Bradford

- Foster/Fairview East League Team #6: Kevin Burns, Bob Giltner, Ken Giant, Marty Collins, Mike Christ, Tim Worthington, Jack Brewer

Tuesday - Brookwood Team #1: Jim Schwartz, Terry Bashelier, Bob Farnbauch, Jim Streit, Greg Olwine, Lee Shaw, Andy Gump, Dwight Girod

- Foster Team #3: Denny Erxleben, Stan Ketzler, Don Morris, Morrie Travis, Ken Wyman

Wednesday - Foster Team #6: Eben Cobb, Gary Pickett, Lyle Johns, John Thurber, Jim Closson

Thursday - Foster North Div: Steve McBride, Lynn Bradtmueller

South Div: John Hunnicut, Bud Snyder

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Motor Business challenges GESCO to double sales

Motor Business officials recently challenged the General Electric Supply Company to double its sale of GE motors by 1990.

GESCO, a distributor owned by General Electric, is one of more than 100 distributors which sell GE motors. GESCO operates approximately 150 branches across the U.S. and has a sharp focus on the industrial market which includes motors as a key element.

Bill Elsea, Motor manager of distributor development, said GESCO has increased its sales by 20% in each of the past two years.

"The Motor Business is excited about GESCO's sales growth, but we feel they have only begun to tap their potential," Elsea commented.

The challenge was made at an annual planning meeting involving Motor Business representatives and members of the GESCO Motor Council. The council, made up of GESCO sales and management people from across the U.S., addresses issues related to motor sales.

In addition to participating in meetings, the visitors toured Customer Service Telesales in Building 4-6 and Motor Technology laboratories.

Motor Council members discussed successes and problems in selling motors.

"You can't sell a motor just because it has the GE monogram on it," said Barry De Pamphilis, GESCO motor specialist from Cleveland, Ohio.

Quality, availability, service and price are all crucial, and customers and circumstances dictate which of



Hugo Ricasoli, manager of the Eastern Telesales Team, shows Gary De Pamphilis, GESCO motor specialist from Cleveland, systems which help the Motor Business serve the needs of its customers.

these elements is most important, he said.

"For example, a customer who needs a replacement motor is normally more interested in availability than anything else. If I don't have the motor in stock that he needs, there are a hundred

other sellers who do. The worst part is, I may never hear from that customer again."

Quality is basic

"You need quality to get your foot in

the door," Jim Curley, a motor specialist in Houston, Texas, said. "However just about every motor made today is acceptable. Many times it boils down to who offers the best quality."

In the past, oil producers have rewound motors and re-installed them. But in recent years they have replaced their worn motors with GE Extra Severe Duty (XSD) motors. "They like this motor because it's top quality, energy efficient and available," Curley said.

Curley sells mainly large motors such as those made in Nashville and Owensboro, to oil producers for their rigs. "When their motors break down they need a replacement as quickly as possible because down time may cost \$30,000 or more per hour. This makes availability their prime concern."

Other distributors to meet

Elsea said a meeting is planned in October with key privately owned distributors that sell GE motors. Such meetings strengthen the partnership between the Motor Business and distributors.

Elsea said that GE sells approximately 20% of its motors through distributors and is looking toward increasing that percentage.

"Each distributor has several sales people, and this multiplies our sales efforts," he commented. "In addition, distributors provide critical local stock and application assistance to customers."

Local 901, Lodge 70 ECSF representatives see value of United Way agencies

Being a volunteer of Big Brothers/-Big Sisters in Allen County last year gave Dorothy Dell a chance to see first hand the value of United Way services.

Dell, who now serves as a volunteer on the Employees' Community Services Fund Board, spent eight to 10 hours a week last year with a teenager who was having problems at home and school.

"She really needed a friend, and I'm glad I was there to help," Dell said.

Dell and the girl (whose identity Dell wishes to protect) baked cookies together, roller skated, rode on a trolley car (a first for both of them), and participated in a hayride and other events sponsored by Big Brothers/Big Sisters, one of 28 United Way agencies in Allen County.

"I didn't become a 'Big Sister' because of the United Way; I did it because I love kids. However, being involved helped me see the value of the United Way and the wonderful work it does for people of all ages.

"They say most people in a community are touched by the United Way; I know I was touched and she was too. Although she is too old this year to be eligible for a 'Big Sister,' we still talk on the phone twice a week. We've both gained a friend, and I think my guidance has made a difference in her life."

Knowing of Dell's involvement with the United Way through Big Brothers/-Big Sisters, John Carpenter, president of Local 901, asked her to serve as the IUE's representative on the ECSF Board.

"I gladly accepted," she said, "because I firmly believe in the services offered

by our 28 United Way agencies.

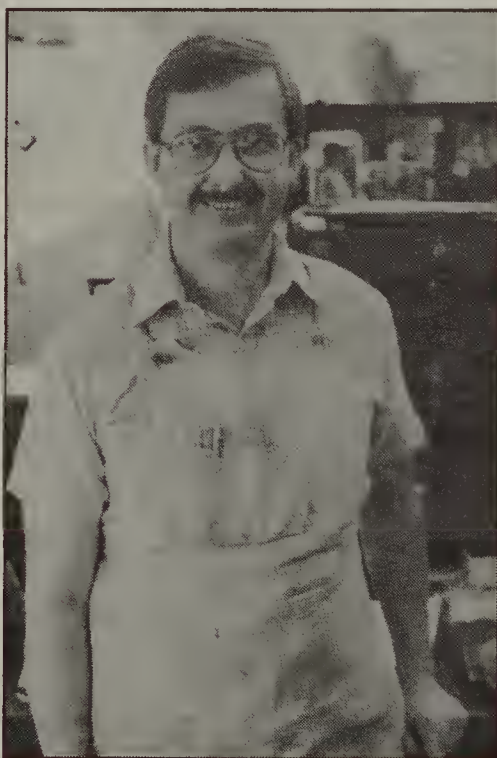
The United Way is a combined effort in which each citizen in the community has the opportunity to be involved.

Employee history of giving

Doug Schaefer, ECSF Board repre-



Dorothy Dell, IUE Local 901, and Doug Schaefer, IAM Lodge 70, serve on the ECSF Board.



sentative for IAM Lodge 70, says GE people are "not rookies" when it comes to giving to the United Way.

"We have a great history of giving to the United Way," he said.

"I have found payroll deduction to be a convenient way to give my share. As a percentage giver, I know that my contribution will automatically go up with any additional pay that I receive."

Give what you can

"The whole point to our campaign for the United Way is to get people to give what they feel they can give. We're not all in the same boat financially - some can afford to give more than others. But keeping with the spirit that has been tradition at GE, I hope everyone can see fit to give something.

"People all around us - at work and at home - depend on these services. I feel obligated to help through my contribution."

The annual Employee Community Services Fund campaign for United Way agencies will be conducted Oct. 9 through Oct. 15 at all Fort Wayne GE locations.



86

General Electric News

OCTOBER 2, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 34

ACSD general manager holds meetings with all employees.

Page 4

Hewlett Packard talks with Production employees

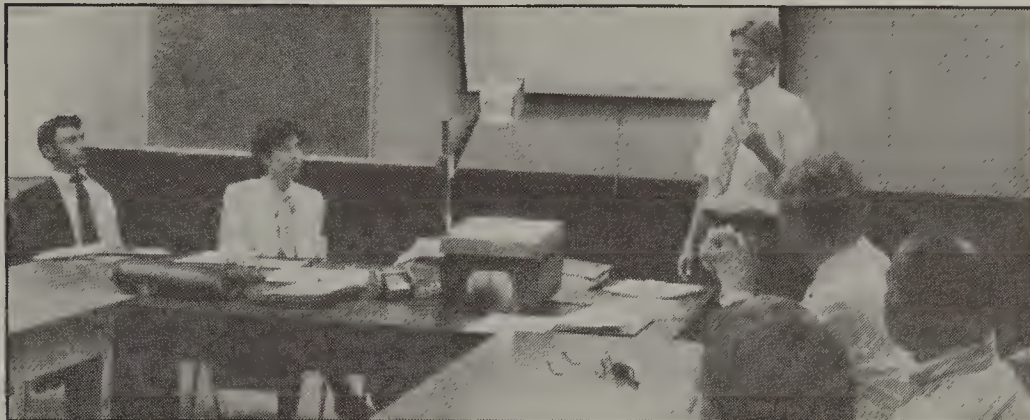
"If we get quality, on-time delivery, price and service from GE, then you will be our long-term supplier," said Lyle Larsen, procurement engineer for Hewlett Packard, to a group of hourly and salaried Motor Production employees recently.

Larsen and other representatives from Hewlett Packard came to Fort Wayne to certify the Motor Business as supplier of small AC motors for disc drives which go into Hewlett Packard computers.

It is expected that the Motor Business will eventually supply up to 400 motors for these disc drives per week.

Disc-drive motor assemblies are produced by Electronic Controls Company (ECCO) in Boise, Idaho. GE will produce motors for the disc drives and ship them to Boise. ECCO will assemble brackets, pulleys and brakes on the motors and ship them daily to Hewlett Packard, on-time, with 100% quality.

Joe Copperi, ECCO plant manager, said his company's goal is to be a world-class supplier of motor assemblies for Hewlett Packard. To achieve this, ECCO needs to produce at increased volume at a lower cost. The new Hewlett Packard disc-drive pro-



Lyle Larsen, procurement engineer for Hewlett Packard, speaks to a group of Production employees in Fort Wayne. Other visitors are (left), Joe Copperi, plant manager for Electronic Controls Company, and Althea Duggins, Hewlett Packard buyer.

gram is allowing them to do so.

The disc drive provides 600 megabytes of storage in a much smaller space than previous models. The motor in the unit drives a spindle (which turns the disc) at 3,600 RPMs. The motor must get the spindle up to speed very quickly and keep it spinning at the proper speed. Some large computers may not be turned off for 10 years or more, so reliability is essential.

ECCO has implemented Statistical Quality Control, which is comparable to Statistical Process Control being

taught to Motor Business employees.

The Motor Business will be required to include control charts and other quality documentation with each shipment to ECCO.

Copperi said the documentation will ensure that ECCO will not have to inspect the motors before they are put into the disc drives. He said ECCO will operate with extremely low inventories, making on-time deliveries and 100% quality vital.

Hewlett Packard has a rating system for all of its suppliers, Althea

Duggins, buyer, told the Motor employees. Suppliers are rated from "A" to "F."

Suppliers rated "A" are preferred. "B" suppliers have potential to be "A" suppliers. Suppliers rated "C" and below are considered unacceptable.

The Motor Business was rated "B," with the expectation that it will establish an "A" position after several months of production.

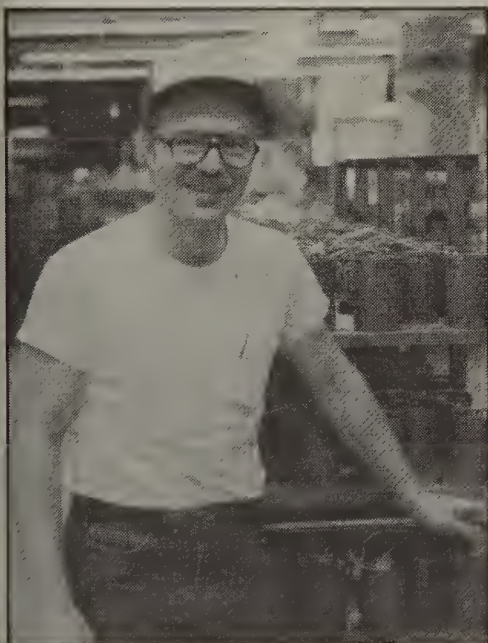
"This means we really have to prove ourselves," said Ron Kroemer, Motor manager of technical support. "There is no guarantee that we will move into an 'A' position; we have to work for it."

Kroemer led the Hewlett Packard and ECCO guests on tours through the stator, assembly, rotor and shaft areas. The visitors stopped and talked with operators in these areas.

"Holding a meeting with Production employees and customers is a new idea," said Kroemer. "It was a terrific experience for the customer and the employees. They (the visitors) said they were very impressed with our employees."

"I'd like to thank everyone who made the Hewlett Packard and ECCO people feel welcome. It made my task and their tour enjoyable."

— What was your impression of the Hewlett Packard visit? —



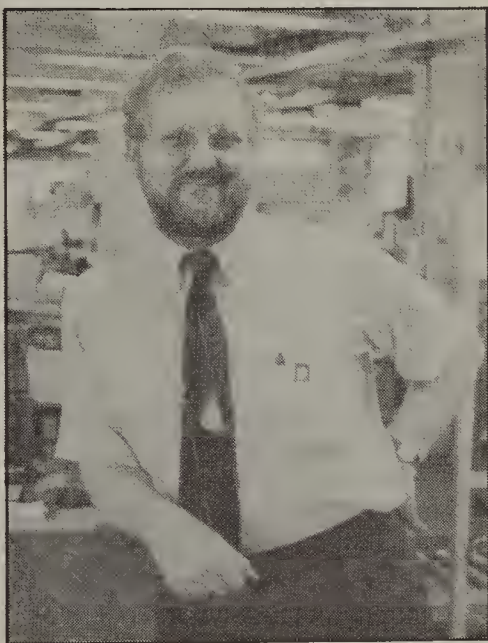
Bill Lamb, misc. service operator, Building 6-4

Hewlett Packard's presentation was very good. Having them here was a fantastic experience. Now if they call with a problem, we'll be able to put a face with their product.

I felt they stressed quality and on-time delivery above all else.

ECCO delivers to Hewlett Packard every day. If we are late on delivery, ECCO will be late. We can't afford to let that happen.

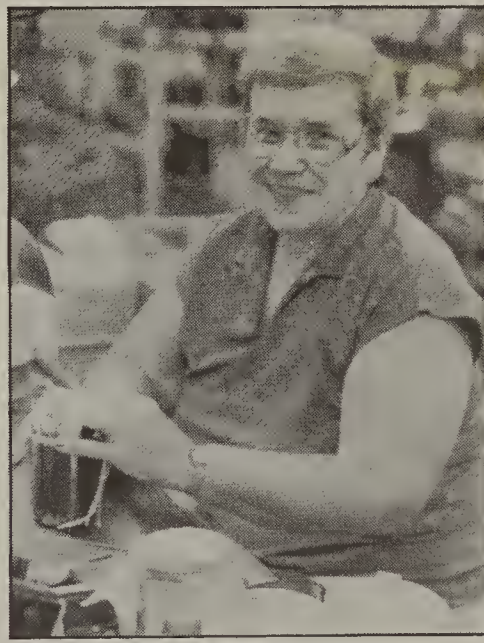
They are looking at us on a parts-per-million basis, which means we'll have to keep our act together. They showed us great potential for this motor if we can maintain excellent quality, delivery and price.



Wayne Stults, supervisor, Building 4-4

Hewlett Packard was impressed with our people. They got a first-hand experience with us. And we benefited from having a first-hand experience with a customer.

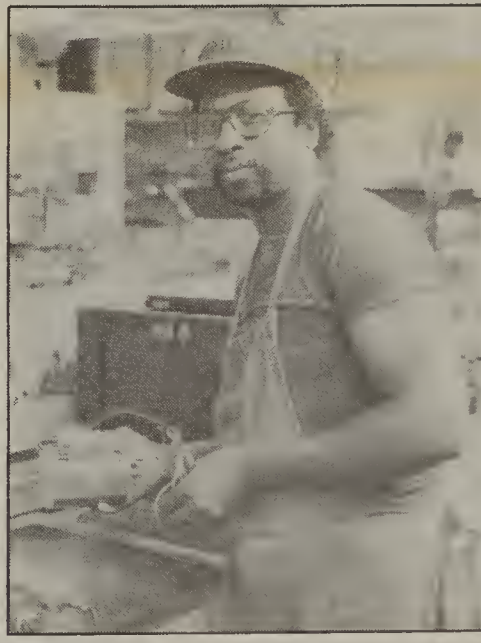
Day-by-day, we constantly stress that we have to make deliveries on time and produce quality...and I think everyone here does their best. But it's more meaningful to have the customer tell us their needs face-to-face.



Rita Hart, sample builder, Building 4-4

I think it is interesting that Hewlett Packard has a rating system for suppliers. Rating us a "B" was their way of saying, "You are good, but you have potential to be better;" it was motivating.

They told us they would be rating our motors on a parts-per-million basis. When I asked what they considered acceptable, they said three failures out of 10,000; that's scary, but I think we can do it.



Jim Easley, tester, Building 6-4

The meeting showed a lot of progress for the Motor Business. I think this is the first time management, employees and a customer have gotten together for a meeting.

We (the visitors and Easley) talked about how I test motors. They left here smiling. By coming out on the floor, they got to see how things really go on.

We also discussed some problems they saw with our motors. We were working as a team. Business is just like the Army, everyone has to pull together.

I was proud to be involved in the meeting because Hewlett Packard is big; they are really growing and going places.

Anthony Wayne Rehabilitation Center provides opportunities for the disabled

Fort Wayne GE employees will have the opportunity to contribute or increase their current contribution to the Anthony Wayne Rehabilitation Center and the other United Way agencies in Allen County during the Employees' Community Service Fund Drive Oct. 9 through Oct. 15.

Where can a 30-year-old mentally handicapped woman who has never been on her own find confidence, training and a job? The Anthony Wayne Rehabilitation Center.

"I remember when Susan first came here six years ago," said Kathy Blocher, marketing director for AWRC. "She was very slow...and sheltered. Her parents - like many parents with handicapped children - thought they had done the right thing by overprotecting her. She wouldn't even get on a bus by herself."

Today, at age 36, Susan Parker not only rides the bus; she has her own apartment and works full-time at AWRC.

AWRC services

The Anthony Wayne Rehabilitation Center provides a variety of vocation-



(Above and below) Fort Wayne Rehabilitation Center clients enjoy on-the-job training at FWRC's Calhoun St. facility.

planning seminars for local employees to "job search" programs for dislocated workers.

More than 100 persons were placed in competitive jobs in the community last year by AWRC. The jobs varied from nurse's aid and computer programmer to electronics designer and janitor. 72 Fort Wayne employers hired AWRC clients.

One of the most unique placements was that of a wheel-chair bound person who is disabled from the effects of Thalidomide. In February, he was hired as town clerk of South Whitley when a vacancy occurred. Now campaigning for the elected office, he will be on the ballot this fall.

Careful evaluation

A careful evaluation helps clients determine their skill level and areas of interest. After that, some are placed directly into jobs with local businesses. Others are referred to local colleges or other learning institutions for further training.

Like Susan, many of the clients get

on-the-job training at AWRC facilities on Calhoun St. and Fillmore St. Here, the clients work at jobs contracted from private businesses. These jobs include pallet repairing, spray painting, punch-press operations, printing, information services and others.

Meaningful employment

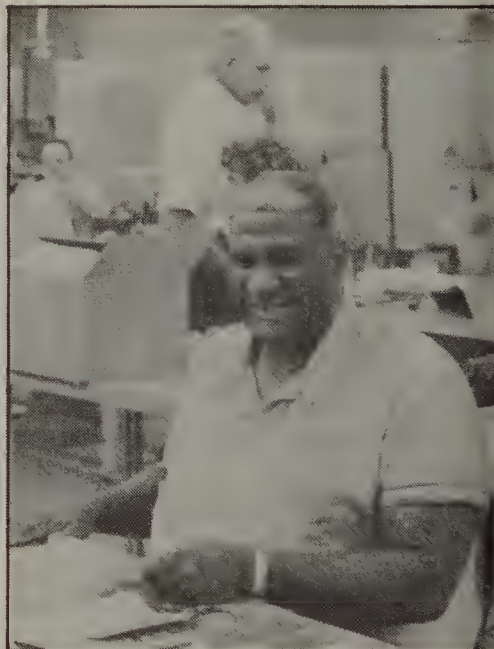
"The bottom line is finding meaningful employment for our clients," said David DeVoe, AWRC associate director. "We like to think of ourselves as an employment agency for the handicapped."

"If, when clients come to us, they are ready to go into the workplace, we'll help them get there by providing a vocational assessment and referrals. If they aren't ready, we'll help them get ready by providing them with adequate training. We don't ask people to hire 'handicapped workers,' we want them to hire qualified workers."

DeVoe said funds come from the United Way, Indiana Rehabilitation Services, Indiana Department of Men-

tal Health and contract income from area businesses, industry and others.

"People and organizations who contribute to us actually make an investment in the community," DeVoe pointed out. "AWRC is an integral part of Fort Wayne's economic re-birth."



ally-focused programs to persons with all sorts of disabilities and handicaps. The programs range from vocational evaluation for those with physical and mental handicaps to pre-retirement

Three new vice presidents recently appointed in Consumer Electronics Business

General Electric's board of directors has elected three new company vice presidents. They are D. Joseph Donahue, Joseph F. Fogliano and Martin J. Holleran. All three will report to Richard W. Miller, a GE senior vice president and general manager of the Consumer Electronics Business.

Donahue, formerly operations vice president for RCA's consumer electronics business, will head the Consumer Electronics Engineering Division. He will be responsible for color-television and TV tube engineering and for manufacturing engineering.

Fogliano, formerly senior vice pres-

ident for operations and support at GE's Calma subsidiary, will lead the Consumer Electronics Manufacturing Division. He will be responsible for all RCA and GE consumer-electronics and television-tube manufacturing operations.

Holleran, formerly general manager

for eastern sales for GE's Major Appliance Business Group, will be in charge of the Consumer Electronics Sales Division. He will be responsible for RCA and GE sales, RCA Distribution Corp. (including Canadian and International Sales), distributor and commercial relations, and finished-goods distribution.

GE NEWSLINE

Construction slowdown causes layoffs

STAMFORD, Conn. - Combustion Engineering Inc. is cutting the salaried workforce of its power systems group unit by 20%, or 1,000 employees. A company official said this reduction in the unit which builds and services utility plants is caused by the slowdown in the construction of new power plants - a development which also has caused many layoffs within GE.

About half of Combustion Engineering's layoffs will occur at the power systems group headquarters in Windsor, Conn.

The company has shifted its strategy to provide more services for existing power facilities and to build small cogeneration power projects which basically recycle energy.

Yamaha building plant in Georgia

ATLANTA - Yamaha Motor Co., the Japanese motorcycle maker, plans to build its first U.S. manufacturing plant near Atlanta. Golf carts and a new line of water-recreation vehicles will be produced there starting in 1988.

Frank Pardue, manager of Far-East sales for the Motor Business, said GE has been working with Yamaha for the past six months to become approved as a motor supplier for the Georgia facility.

Yamaha will invest about \$40 million in the first 300,000 square feet of

the plant, which will eventually be 1.2 million square feet.

A Yamaha official said the company decided to build a U.S. factory because 25% to 30% of its sales volume currently is in the U.S. He acknowledged Yamaha also had an interest in forestalling possible U.S. protectionist action and, in the short run, countering the strength of the yen by doing more manufacturing here.

About 300 people will be hired initially, with employment possibly rising up to 1,000 within five years.

Adlets

FOR SALE

COMPUTER/PRINTER/RECORDER, in the box, \$200. 622-7196.
GRAVELY CONVERTIBLE 7.6 TRACTOR w-30" rotary mower, 28" snow blower, 48" snow dozer, rotary plow. 747-3311.
'78 KAWASAKI KM 100 CYCLE, \$275; '80 Everett console piano, \$1,400; '83 Honda ATC 200 three whlr, \$725. 432-7927.
CONSOLE STEREO, wood cabinet, \$75, good condition, 482-7158.
AKC NORWEGIAN ELKHOUND PUPS, 5 wks. old. 637-3482.

Line-up for Fall Golf Scramble

Hole/Team	Handicap
1 Nevers, Trahin, Schoenherr, Gingrich put flag out	4
1A Bachelor, Sykes, Macleod, Parlow	2
1B Patterson, Wagner, Depkle, Fuller	3
2 Thurber, Johns, Harris, Closson	2
2A Elliot, Kruetzman, Nelson, Riedel pick up flag #1	2
3 Buckmaster, Sutton, McBride, Bradtmueller	1
3A Larue, O'hern, Keeney, Graves	6
4 Able, Shaw, Stauffer, Stewart put flag out	3
4A Green, Coleman, Girardot, Colpetzer	2
5 Bauer, Tom, Peterschmidt, Stillinger	5
5A Shaffer, Steinbacher, Rodenbeck, Stark pick up flag #4	2
6 Degrof, Payne, Menzies, Blackburn put flag out	2
6A Jaquay, Wiley, Murtaugh, Shaffer	6
7 Pickett, Gottschalk, Phillips, Reas	1
7A McEvoy, Guzek, Kopechek, Scanga pick up flag #6	6
8 Olwine, Corry, Windell	3
8A King, Osbun, Hahn, Hagadorn	3
9 Glass, Engel, Wright, Hopkinson	2
9A Cole, Mills, Nelson, Rodgers	2
10 Fogle, Baughman, Cauble, McCreary put flag out	1
10A Geise, Sparks, Murphy, Palmisano	4
11 Priddy, Kenney, Wheeler, Acheson	2
11A Guy, Ausderan, Thatcher, Schimer pick up flag #11	3
11B Devos, Cochran, Downey, Thompson	4
12 Stano, Kelsch, Wider, Bowers	4
12A Miller, Jackson, Gase, Hackman	5
13 Stauffer, Baker, Ketzler, Wells	5
13A Pauve, Uhen, Dunwiddie, Romanotto	5
14 Shinneman, Wilson, Lantz, Currie put flag out	3
14A Gerke, McClure, Arnet, Metzler	6
15 Moore, McDonald, Patrick, Snutspit put flag out	5
15A McClure, Spohn, Hambrock, Beerpick up flag #14	3
16 Parra, Cirillo, Schrader, Grlder	6
16A Ross, Becker, Norris, Miller pick up flag #15	3
17 Sprunger, Fuelling, Spiegel, Fuhrman	6
17A Jones, Hill, Hunnicutt, Hensler	3
18 Kroemer, Ernst, Leech, Erleben	4
18A Fields, Carpenter, Deventer, Dearduff	5

TRAILER ON LAKE FRONT LOT, couple only, \$750. 745-7734.
'77 CAMARO, dk bwn, sharp, must see. 639-3793.
CHILD'S ELECTRIC JEEP, \$40; men's three spd 26" bike, \$45; ladies 26" bike, \$20. 484-2329.
'79 BONNEVILLE, 77,500 miles, one owner, clean. 484-6310.
'78 HONDA CVCC, 5 spd., good cond. 672-3056.
HONDA XR80 DIRT BIKE, adult owned, ex. cond., \$400, 622-7661.
'79 MERCURY BROUGHAM, 4 dr., loaded, low mileage, \$2,850. 485-4988.
ANTIQUE OAK DROP LEAF TABLE, 42"x52", three lvs., \$149. 749-2494.
BIRCH DOOR, 36", ext., \$15; 2, 14" whls; 38" formica vanity top. 484-4953.
INSULATED LEATHER BOOTS, sz. 10, like new, \$18. 485-5214.
PIANO; 20" & 24" bikes; 25" TV; console radio. 625-4189.
MAN'S SUIT, sz. 31W, 34L, blue, ex. cond., \$10. 747-5461.
BUNK BED SET w-dresser; 25" console TV. 745-2333.
MEN'S SHOES, sz. 7-1/2D, Masons, new, \$18/pr. 637-5488.
ANTIQUE OAK BUFFET & OLD ROUND DROP LEAF TABLE. 632-4733.
CANNON 35 MM SNAPPY S CAMERA, new, paid \$89, sell for \$50 or best offer. 484-5854.
'85 DOUBLE-WIDE & LOT, Florida, furnished, price reduced, negotiable. 493-4726.
GARAGE SALE, Sunnymede Addition, Oct. 3, 4 & 5.
ROUTER/JIGSAW TABLE, B&D, nvr used, \$15. 447-4066.
'68 CHEV. IMPALA, V8, auto, ps, pb, 4 dr., 55,000 act. miles, \$800 or best offer. 485-8661.
'82 YAMAHA 750 MAXIM, low miles, \$1,900 or best offer. 447-7332.

In memory

Carl R. Riedel, 3012 Charlotte Ave., died Sept. 19. He retired from GE in 1967.
Bernard F. Zick, 5706 Covington Road, died Sept. 19. He retired from GE in 1971.
Lynn A. Wilson, 1404 Fairfax Ave., died Sept. 24. He retired from GE in 1960.

Golf scores

Low Gross Scores: Bill Sutton, 36; Jerry Gottschalk, 37; Bill Green, 38.

Low Net Score: Jim Plemons, 33.

Low Putts: Bud Snyder, John Hunnicutt, Steve Campbell, Glen Cole, Bill Sutton, 13.

Most Under Average: Jim Plemons, Tom Bauer, 6.3

Birdies: Jerry Gottschalk, 2; Jim Closson, Dick Colpetzer, Gary Pickett, Bill Sutton, 1.

FURNITURE: sofa & loveseat, earthtone striped w-pecan tables, 1 yr. old, \$500; antq mahog. kidney shaped desk, \$130. 424-2973.
BASKETBALL POST, \$10. 485-4173.
'76 PLYMOUTH VALIANT, body & transmission good, needs motor, \$150. 1-758-2035.
ZENITH RECORD PLAYER & RADIO in solid maple cabinet, \$100 or make offer. 432-2653.

WANTED

LIVE-IN COMPANION, needs some help. 447-1467.
GAS RANGE, refrigerator, asphalt shingles for house repair. 747-4066.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOR RENT

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, wkly, avail. now through December. 485-4264.

SERVICE

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.
CONCRETE CONSTRUCTION - repair/re-place. 456-1187.
KC & COMPANY BAND has open dates Oct. & Nov., dances, weddings, parties. 489-3704.
ROOFING - repair or renew, free estimate. 747-5531.
SWEETCAKES THE MAGIC CLOWN, call early for Christmas show, all ages. 745-1545.

VIDEO TAPING, any occasion, specializing in weddings; DJ for weddings, parties. 447-4447.
LIVE MUSIC for weddings, parties, any occasion. 432-9397.

Bowling scores

GE Office - 9/8/86

Joe Bryie	224
Gil Baker (214/175/245)	634
Al Wasson	237
Don Neuhaus	213

GE Office - 9/15/86

AL Wasson	232
Bob Stano	214
Jay Miller	210

GE Club Calendar - October 1986

1	12:30 p.m.-3:00 p.m.	Golden Squares
3	7:00 p.m.-11:00 p.m.	Beginning Square Dance Class
4	7:00 p.m.-11:00 p.m.	Whizzers Square Dance
6	12:45 p.m.-3:30 p.m.	Pensioners' Euchre Club
7	10:00 a.m.	MBG Informative Meeting
7	1:00 p.m.	MBG Informative Meeting
8	12:30 p.m.-3:00 p.m.	Golden Squares
10	7:00 p.m.-11:00 p.m.	Beginning Square Dance Class
11	7:30 p.m.-9:00 p.m.	Bingo
13		EleX Program
14	12:00 noon-3:00 p.m.	Pensioners' Dinner
15	12:30 p.m.-3:00 p.m.	Golden Squares
17	7:00 p.m.-11:00 p.m.	Beginning Square Dance Class
18	7:00 p.m.-11:00 p.m.	Whizzers Square Dance
22	12:30 p.m.-3:00 p.m.	Golden Squares
24	7:00 p.m.-11:00 p.m.	Beginning Square Dance Class
29	12:30 p.m.-3:00 p.m.	Golden Squares
31	7:00 p.m.-11:00 p.m.	Beginning Square Dance Class

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

General manager holds all-employee meetings

ACSD employees come "a long way in a short time"

A "demonstration of excellent teamwork" is facilitating the successful integration of Fort Wayne operations with the Aerospace Control Systems Department, Ray Kurlak, ACSD general manager, said at all-employee meetings recently.

Building upon lessons learned during the earlier plant start-up, employee focus teams are pushing ahead to merge engineering and prototype development in Binghamton, New York, with manufacturing efforts in Fort Wayne.

The former Aircraft Engine Electronics Controls Department (AEECD) consolidated with ACSD early this year. Engineering and program man-

'... you can all be very proud of your accomplishments.'

**Ray Kurlak,
ACSD General Manager**

agement functions in Evendale, Ohio, are being relocated to Binghamton to facilitate proposal- and design-team efforts.

Kurlak commented that merger of flight controls and engine controls



ACSD General Manager Ray Kurlak recently held all-employee meetings in Fort Wayne.

gives ACSD a strong market position. It provides the ability to offer customers both types of high-reliability systems from a common technology base.

Competitors such as Bendix and Hamilton Standard are not deeply positioned to offer customers such an integrated package for aircraft. The ACSD Binghamton-Fort Wayne team has the potential to "become the pre-eminent supplier of engine and flight

controls in the industry," he said.

Fort Wayne's continued effective integration with ACSD's Binghamton engineering facility is a key challenge for the department, Kurlak pointed out. Reducing design-cycle time, minimizing design changes and enhancing the producibility of manufacturing-control units are vital to ACSD's competitive position.

Cost, quality and delivery perfor-

mance has been excellent this year, he said. Business "on the books" for Fort Wayne's ACSD operations indicate that employment will be stable for the hourly and salaried workforce into 1988.

New opportunities

Kurlak said that key opportunities for the continued vitality of ACSD in the engine-control area are centered around digital technology for programs such as the CFM56-5 commercial full-authority digital electronic control, T700 digital electronic controls for helicopters, and enhancements for military engine applications. Field service for controls will also provide work for the facility.

Also on the horizon are new programs for the commercial unducted fan engine which recently flew successfully in its first test-flight application. Other jet engines which are more fuel-efficient than current engines are also at a developmental stage. These product-development activities will be a major factor in the continued success of the business.

Kurlak thanked all employees for their "dedicated cooperation" in the integration process. "You have come a long way in a short time, and you can all be very proud of your accomplishments."

Radio station salutes GE

Z106 FM Radio Station will dedicate tomorrow's programming to GE employees. During the course of the day, the WZRQ air staff will salute the company and employees.

Basketball meeting scheduled

There will be an organizational meeting for basketball sign-up at 6 p.m. on Oct. 9. The meeting will be held in the GE Club Gym.

Those interested in forming a team should be at the meeting or contact Carl Clancey at 3494.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Editor
Vance Meyer

Manager
Bill McShain

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



"Thirsty Horde" wins GE softball season for second straight year

Members of the 1986 GE softball season-champion team are (from left): Don Wise, Gary Kopechek, Andy Gump, Jim Stewart, Doug Imbody, Morris Littlefield, Mike Windell, Al Meyer, Bill Freiburger and Dan Lambert.

Not pictured are Rob Seren, Greg Olwine, Leon Smith, Steve Ghareeb, Andy Slopecki and Mike Henry.

Thirsty Horde, season champs for the second straight year, finished the season with a 16-2 record.



General Electric News

OCTOBER 9, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 35

Third shift works 'self-directed' during wee hours



Above, third-shift employee Don Bentz prepares a load for an annealing furnace in Building 4-S. Left, Mike Manges, Taylor Street, reports to work at 12 a.m.

Working third shift in Motor Production can be lonely at times, admits Don Bentz. However, like most third-shift employees, Bentz sees advantages in working during the time first and second shift employees are asleep.

"Third is more conducive to my lifestyle," he said. "I do a lot of things in the morning after I leave work...I watch my kids... occasionally go to garage sales. My kids really enjoy having me home during the day."

Only 11 left

Bentz, who operates an annealing furnace at Broadway, recalls 10 or 15 years ago when he worked "the graveyard shift" at Taylor Street.

"Back then, business was up. There was a full third trick," he said.

Today, only about eleven Motor Production employees - Broadway and Taylor Street combined - work from midnight to 7 a.m.

Marty Martinez, one of only four Section 14 third-shift employees, said, "We do a lot of work for DC at Broadway. That's what is keeping us busy right now."

Working third shift since April, Martinez has found it tough adjusting to sleeping days - especially last summer. "My kids' friends would come over, and things would get kind of loud. That made it hard to sleep," he said.

The worst part of working third is coming to work on Monday after changing sleep habits during the weekend, says Mike Manges, Taylor Street shaft grinder.

Manges said, however, that he enjoys working third because it gives him more time with his children than he had when he worked second shift two years ago.

"Before, I couldn't see them as much. They were growing up before I even knew what happened. We do a lot more together now."

Manges also enjoys being away from "the hustle and bustle" of the day shift.

"I do my job a lot better without someone looking over my shoulder," he said.

Self-directed

Scott Ernst, production facilitator, said third shift and second shift employees are a "self-directed workforce" in the sense that they operate without supervisors.

"I've been self-directed for years," Bentz said. "I've been on the job long enough to know what's priority and what isn't."

"Quality is something that comes natural...it's expected of me. If I have a problem, the foreman can tell me when he gets here the next morning; but that hasn't happened in years."

Ken Musselman, who has been working third shift for around 18 years, said, "If I see something to be done, I just do it; I don't need someone to tell me what to do."

Pat Palmisano, Fort Wayne Motor Production plant manager, said third shift employees play an important role in maintaining parts flow on critical operations.



Mike Manges, shaft grinder; George Bacon, shaft Monarch operator; Ken Musselman, Le Blonde lathe operator; and Marty Martinez, endshield Monarch operator; make up the Section 14 third shift.

Frank Boersema uses Product Purchase Plan; saves \$470 on new GE appliances

Frank Boersema recently used the GE Employee Product Purchase Plan to save around \$470 toward the purchase of appliances for his new home.

"We (he and his wife Tonya) were very satisfied with the discount. It gave us added incentive to buy GE products," said the requisition designer

at Taylor Street. "Without the discount, we probably would have purchased less-expensive GE models."

Frank and Tonya shopped around for the best deal on their new range, refrigerator, microwave oven, washer, dryer and dishwasher. After they found the deal they wanted, Frank picked

up a Product Purchase Plan application form in the Building 18-1 payroll office, filled it out, and returned it. Motor and Transformer employees are now asked to return the forms to Fort Wayne National Bank, Building 21 branch.

Dealers carry listing

Many appliance retailers in Fort Wayne keep an updated listing of the models which are eligible for GE employee discounts, Boersema said. Discount information is also available by calling Loretta Jones, Ext. 3266 or any ACSD secretary.

Boersema advises that it isn't necessary for employees to let the dealer know they are eligible for employee discounts until after they have negotiated the lowest price. Boersema also said it is important to find a dealer that offers a solid service commitment as well as a low price.

Tips for using Plan

Doyt Schaadt, Personnel Accounting manager, has these tips for employees wishing to use the Product Purchase Plan:

- Make sure the particular model you select is listed as eligible for a courtesy discount.

- Make the best deal you can on the appliance from an authorized GE dealer.

- You may receive courtesy discounts on any eligible company product purchased as a gift for eligible family members only. Eligible family members are those individuals who may be claimed as dependents by the employee on his or her federal tax return. Generally, this means family members who are more than half-supported by the employee. (There are advertised employee discount specials, however, which allow employees to buy for

other family members. For example there is currently a special on microwave ovens which allows employees to buy for immediate family members.)

Information on how often employees may purchase each appliance, for whom, and guidelines for purchasing appliances from a new home builder are contained in the Employee Benefits booklets.

- The product must not be disposed of or moved from the employee's or the family member's home until at least six months after delivery and installation. Otherwise, the employee must return the courtesy discount.

- From the dealer, obtain an invoice that includes the employee's name and address, the dealer's name and address, product names and complete model numbers, address to which the products were delivered and the date of delivery.

- Motor and Transformer employees should pick up Employee Product Purchase Plan application forms from their Employee Relations office or Personnel Accounting, Building 18-1. ACSD employees can get forms from any secretary or the Relations office. Complete and sign the form and attach the dealer's invoice.

- Motor and Transformer employees should submit their forms to Fort Wayne National, Building 21 branch. ACSD employees should submit forms to the address listed on the form. The application should be submitted within 45 days of delivery. You will receive your discount within a few weeks.

Pensioners should send the invoice or builder's statement (no application is necessary) to Pension Plan Accounting, Building 5, Schenectady, NY 12345, within a 45 day period. The pensioner's Social Security number and address must be written on the invoice.



Frank Boersema, requisition designer at Taylor Street, poses beside some of the appliances he purchased using the Product Purchase Plan.



The ACSD Blackhawks placed first in the year-end GE softball tournament, beating Hager's Hogs 13 to 3 in the final game. Team members are (above) Steve Moody, Ron August, Mike Moody, Steve Hosier, Mike Kenyon, Jeff Langley, Art Moores, Kevin Schmah, Paul Pettinger, Lonnie Richardson, Tad Stokley, Tim Mihalik, Dave Gray, and Chip Smith. Not pictured are Chip Hopkinson, Randy Bays, and Mike Basler.



The 1986 GE Golf League championship was played at the Norwood Golf Course Sept. 27. The winning team from Foster/Fairview West Monday night league defeated the Brookwood Tuesday night league champion by one point. The winning team members are (standing) Dave Bowers, Bob Stano, Denny Glass and Dave Bradford. Kneeling are Dave Wilson and Don Widek.

GE NEWSLINE

Eugene Murphy named top post in new GE business

Eugene F. Murphy, currently RCA's executive vice president for communications and electronic services, has been elected a General Electric senior vice president and will head the company's communications and services businesses.

Communications and Services is a new organization at General Electric. It will consist of nine GE and RCA businesses.

Included in the new organization will be: RCA Globcom; RCA Americom; RCA Government Services; RCA K Services; Business Communications Services (a combination of RCA and GE third-party maintenance businesses); GE Information Services (GEISCO); GE Consulting Services (GECON); Software International; and General Electric's Mobile Communications Business.

The creation of the new organization "represents a significant step in the ongoing merger of related businesses within GE and RCA, said Larry Bossidy, GE vice chairman to whom Murphy will report.

"At the time the GE-RCA merger was announced, we believed there would be synergies between the two companies' services and communications businesses. During the intervening months, joint GE-RCA strategy teams have identified these synergies, and now we have created an organization to take advantage of them."

Murphy joined RCA in 1964 in RCA Globcom. He then held a series of increasingly responsible operating positions in RCA's communications and electronic services businesses. He was elected an RCA executive vice president in 1985.

GE beats Westinghouse to win circuit-breaker order

PLAINVILLE, Conn. - GE's Construction Equipment Business Operation has taken a \$1 million order for electrical circuit breakers away from Westinghouse Corp. The customer is the Liebert Corp.'s Fremont (Calif.) plant which manufactures uninterruptible power systems which protect large computers from power outages.

Prior to this GE win, this Liebert division had been purchasing molded-case circuit breakers from Westinghouse, CEBO's largest competitor in

the original equipment manufacturer (OEM) market.

"Our consistently good service in servicing the Liebert corporate account was instrumental in our getting this order," said Gordon Nelson, CEBO's electronic equipment market manager.

GE employees in Plainville, Conn., and in Arecibo and Homacoa, Puerto Rico, will be involved in filling the order. Fort Wayne's STO operation is part of the CEBO organization.

Elex plans trip to see David Copperfield

A day of shopping in Chicago and an evening of entertainment with David Copperfield are included in a travel package being sponsored by the Elex Club Nov. 8.

Participants will spend the day at Chicago's Water Tower and then travel

to Merrillville, Ind., to see Copperfield at the Holiday Star Theatre.

The cost is \$54 for Elex members, and \$56 for non-members. Sign-up no later than Oct. 17. Reservation forms are available at the Elex Office located in the GE Club.

HMO reunion to be held Nov. 8

All former Broadway Hermetic Motor Operation employees are reminded of the second annual reunion to be held Saturday, Nov. 8 at Wallen Place, 2620 East Wallen Rd.

"A time to share" (snacks provided) begins at 7 p.m., followed by music and dancing from 8:30 to 11:30 p.m. There will be a cash bar, raffle drawings and door prizes.

The cost of the reunion is \$7 per person, and advance reservations are necessary. To sign up, fill out the form accompanying this article. The form, along with check or money order, should be returned by Oct. 15.

☐ Enclosed is \$ _____ for _____ reservations (\$7 per person) for the 2nd annual HMO Reunion.

Name _____

Phone _____ Guest's name _____

Make checks payable to Sally Eichhorn or Lois Turrin. Mail to Eichhorn, Building 4-4, or Turrin, 6045 Salge Dr., Fort Wayne, IN 46835.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Editor
Vance Meyer

Manager
Bill McShain

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Adlets

FOR SALE

'79 FORD VAN CLUBWAGON SIMIA CONVERT, good condition. 744-2975.

'77 OLDS 98, all pwr, 92,000 miles, no rust. 484-4185.

THREE WHEELER, 8 HP Briggs & Stratton eng. w-hdlt & carriage rack, ex. cond., \$625. 485-5214.

'76 FORD COMET & '76 Portacabin slps 8, pop-up. 484-7826.

HOUSE FOR SALE, 1022 Hugh St., appls., appt. 424-3280.

MATCHING LIVING ROOM CHAIRS, 2, very good cond., \$20/both. 483-4889.

ANTIQUES: oak buffet, pot belly stove, drop leaf table. 632-4733.

'85 MOBILE HOME & LOT, furn., adult park, Zephyrhills, Florida, best offer. 493-4726.

REMINGTON 11-48, 12 gauge, mod, ex. cond., \$150 firm. 456-8960.

VERMONT CASTING WOOD STOVE, new, many extras. 1-786-3804.

AUTOMATIC CONSOLE HUMIDIFIER. 484-6769.

ROTOTILLER, 4 HP, Ariens, ex. cond., \$150; whl wts, 150 lbs., fit Farmall Cub. 672-3447.

JENNY LIND BED w-springs & mattress; elec. ice crusher. 489-0207.

AKC NORWEGIAN ELKHOUND PUPS, ready to go. 637-3482.

ONE TON CHEV. PICKUP, crew cab, dual whls, 35,000 miles. 747-5463.

14'x65' HILLCREST, 2 bdrms, w-10'x16' shed. 489-6957.

QUILTING FABRIC (over 100 partial bolts), Christmas prints also, \$2/yd, min. 1 yd. 447-6890.

MAGIC CHEF GAS RANGE, gld, 10 yrs. old, \$50. 747-5111.

BROWNING 25 CALIBER PISTOL, made in Belgium, like new, \$200. 637-3940.

GE PORTABLE DISHWASHER, hvst gld, 9 yrs. old, \$55. 747-1315.

'84 MONTE CARLO, air, stereo, cruise, like new, \$8,250. 489-3635.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOR RENT

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly, avail. now-Dec. 485-4264.

SERVICE

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

LIVE MUSIC for weddings, parties, any occasion. 432-9397.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

SWEETCAKES THE MAGIC CLOWN SHOW, call for details. 745-1545.

ROOFING - repair or renew, free estimate. 747-5531.

Fall Scramble moved to Oct. 11

Because of wet grounds, the Oct. 4 golf scramble has been rescheduled for Oct. 11 at 8:30 a.m.

Visit the
Building 21 branch

**FORT WAYNE
NATIONAL**
that's my **BANK**



In memory

F. May Didrick, 1509 Melrose Ave., died Sept. 23. She retired from GE in 1960.

Edmonia E. Lobert, Louisville, died Sept. 23. She retired from GE in 1968.

Karl E. Heinzelman, 1225 Putnam Street, died Sept. 26. He retired from GE in 1966.

Julius J. Baker, Decatur, died Sept. 30. He retired from GE in 1978.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Red Cedar Center rep. speaks to STO employees**ECSF campaign begins today, ends Oct. 15**

The Employees' Community Services Fund campaign for United Way agencies begins today and lasts through Oct. 15 at all Fort Wayne GE locations.

Funds raised during the drive will be used to help support the 28 United Way agencies in Allen County. In its 64th year, the United Way is trying to balance its resources with increasing demands of its agencies and their 57 programs. There are limited tax dollars to help.

Last year, Fort Wayne GE employees, along with the GE Foundation, gave a total pledge of \$355,000, helping put the United Way over its goal of \$4.5 million.

This year's ECSF campaign is aimed at increasing employee participation and the number of people who give a percentage of their pay to the United Way.

Red Cedar Center visit

This week the Specialty Transformer Operation hosted Sharon Partridge of the Red Cedar Center, a United Way

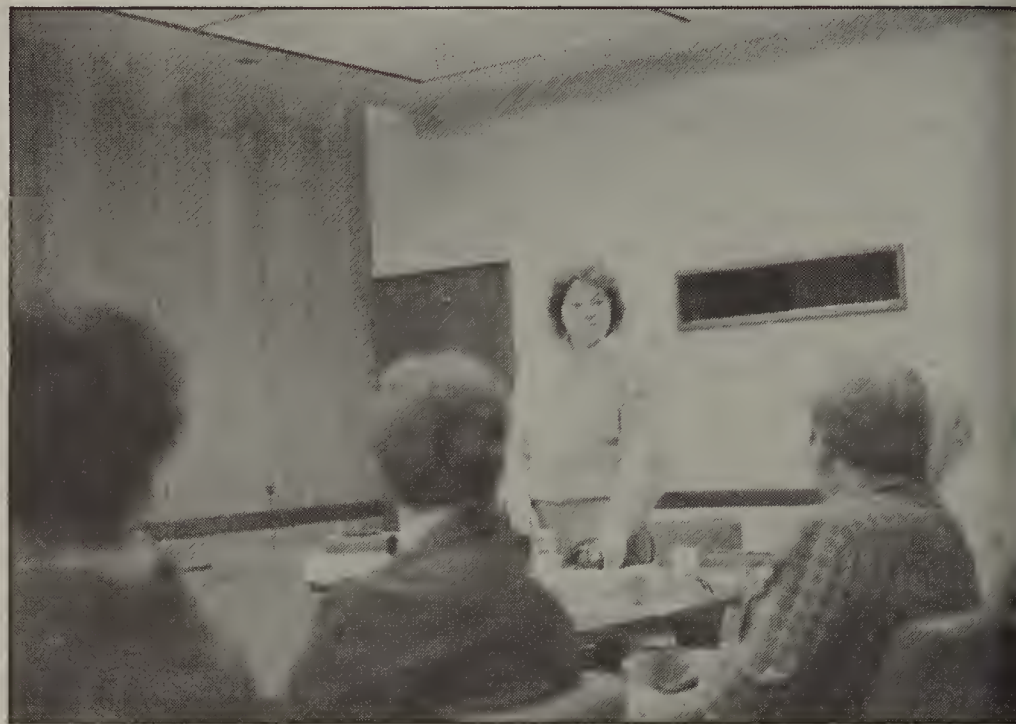
agency, to speak at an employee brown-bag luncheon. The purpose of the visit was to increase employee awareness of the value of United Way agencies in the community.

The Red Cedar Center offers day camps, get-away weekends, horsemanship training, and other "therapeutic recreational" programs and activities for disabled and other disadvantaged citizens. These programs and activities promote self-reliance, confidence, group dynamics and other social skills which help the participants cope with life.

"People with disabilities face rejection frequently in their daily lives - even when they are just walking down the street," said Partridge. There is no rejection at the Red Cedar Center."

She said the Red Cedar Center relies heavily on United Way funds.

"I don't know how our agency or any of the 28 agencies would operate if it weren't for the United Way. We deeply need and appreciate the help we get from citizens and organizations in the community."



Sharon Partridge of the Red Cedar Center, a United Way agency, speaks to STO employees. "I don't know how our agency or any of the 28 agencies would operate if it weren't for the United Way," she said.

Retirement Option Accounts: Here's how they work

By Oct. 17 (Oct. 24 for ACSD employees), the 1983 participants in the GE Savings & Security Program must decide whether to have their payout delivered to them this coming January or to have all or part of it put into a Retirement Option Account (ROA). The holding-period distribution notice lists the various options.

Because there have been a number of questions in recent weeks concerning the ROA, here's a brief explanation.

- As an S&SP holding period ends, you can place securities in a special Retirement Option Account until you retire or leave the company - instead of having them paid directly to you.

- While held in your ROA, your securities change in value with the market - up or down - and earn dividends or income which is reinvested.

- You can switch investments (such as changing from GE stock to S&S Mutual Fund Units, or vice versa) at least four times a year while your securities are in your ROA by following the rules that apply. This gives you flexibility to fit your investments to your changing long-term needs and desires.

- You can also build up your Retirement Option Account by using the Vacation Banking arrangement. This permits you to "bank" in ROA the dollar value of all or some of your vacation entitlement beyond three weeks. For example, if you are eligible for five weeks' vacation, you could bank as much as two weeks (10 days). Vacation Banking elections are made in November each year for the following year's vacation.

- Your savings in your ROA (excluding the DPA account) aren't necessarily locked there until you retire or otherwise leave the company. You can withdraw your securities, without penalty, for reasons specified in the program's rules. These reasons include purchase of a primary residence, educational expenses and certain financial emergencies.

- If you have a Deferred Pay Account within the S&S Program, your deferred earnings go directly into your Retirement Option Account where they are maintained separately from your other savings within ROA. Although there are significant tax-postponing advantages to a Deferred Pay Account, you should be aware that the government imposes special restrictions on withdrawals from DPA. Only those finan-

cial emergencies specified by the government permit withdrawals.

- If you remain with GE until retirement, your ROA securities can be delivered to you in either a lump-sum or in installments, depending on which is best for you.

- By using ROA, many GE people are building funds for personal goals or for extra retirement income while at the same time deferring taxes until termination of employment when more favorable tax treatment may be available.

Before making a decision about using the Retirement Option Account, you should study the Savings & Security Program's provisions described in the GE employee benefits booklets and the S&SP prospectus.

Nominations being taken for Phillippe Award

If you want to nominate someone - yourself or any other employee - to receive a 1986 Phillippe Award,



now is the time. Nominations opened Oct. 1. The deadline is Dec. 1.

The Phillippe Awards are named for the late Gerald L. Phillippe, a GE Board chairman who was active in public service. They are presented to employees who have demonstrated leadership in volunteer community service. Approximately 130 employees have received the award since it was initiated in 1970.

Up to 29 awards will be presented this year, with three of the 29 recipients being named to receive the top Corporate awards. The number of awards allocated to each

organization is decided by the size of the employee population.

Under the current program, employees in each of the company's business segments are nominated for their community public-service achievements. Nominations are received by a segment coordinator, and a selection committee names the winners for the business or group. Re-nominations are strongly encouraged. Each of the 29 honorees receives a Phillippe Award plaque and \$1,000 to be donated to the organization of his or her choice.

The three people chosen for the

top Corporate Awards will be invited to corporate headquarters for special ceremonies and gifts, and each will receive an additional \$1,000 grant to be donated to the organization of their choice.

Nominations of employees deserving of the Phillippe Award in Motors are being received by Fred Eckart. The coordinator for Specialty Transformer is John Pcolinski. Sandra Herbold is coordinator for ACSD.

Nominees representing these businesses will be announced early in December, and winners will be announced shortly after.



General Electric News

OCTOBER 16, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 36

GENERAL PERIODICALS
NON-CIRCULATING

Genever-Watling: GE committed to Motor Business



David Genever-Watling Motor Business vice president, speaks to salaried employees in the GE Club.



"Some of our plants are operating at 120% capacity; others at 40%. The costs associated with operating over- and under-utilized plants are tremendous. We need to find a way to load (schedule) our plants so they have a smoother production flow and greater operating efficiency."

Q's and A's

When asked if Genever-Watling had plans to reduce large numbers of employees, he answered, "We are not going to make arbitrary, across-the-board people cuts. I don't want to break the business; I want to fix it. Right now we want to get the business moving in the right direction. After we see how the business is working, we can make better decisions about our employment levels."

In answer to a question about the Motor Business' commitment to customer service, he responded, "The future of customer service had better be good, or we're all in big trouble. Our new Customer Service Operation is a great concept, and I strongly endorse it."

Care/profits

One attendee expressed concern that Motor Business upper management has shown little care for employees - that bottom-line profit has been the only thing of importance.

"I care," he responded. "One way of expressing my concern is to ensure we have a profitable business. Satisfied customers and a profitable business provide job security."

In closing, Genever-Watling said, "This can be a very good business for General Electric - I truly believe that. If we work as a team, we can accomplish great things together. This requires your involvement. If you see something wrong that can be fixed, fix it. If you see a snake, shoot it. Don't form a committee to evaluate the snake problem or hire a consultant on snakes - take action!"

"Talking to you about the Motor Business after being here only a short time is risky," admitted David Genever-Watling, vice president, to all salaried employees in the GE Club last week. I don't have all the answers; and as things develop, some of my thoughts may change. However, I feel you deserve an update on where I stand."

GE's commitment

"Our Chairman Jack Welch has a philosophy - and I share that philosophy - that you're either in the motor business or you're not. In other words, we don't want to sell pieces or chop up the Motor Business. We will be a full-line supplier of motors."

Core manufacturing businesses, such as the Motor Business, are a key element in GE's strategy, he noted.

"But you have to understand that core manufacturing requires large investments in factories and equipment. Therefore, GE has limited the number of businesses it puts in its core manufacturing basket, and we are fortunate to be one of those businesses."

Poor return

The Motor Business is making considerably less profit as a percentage of sales than the company average, he reported.

"A reasonable profit for a core manufacturing business is six to seven percent. We don't measure up to that by a long shot, and we've got to fix this."

"The Motor Business operates in an extremely difficult marketplace. There are a lot of players who make motors well and serve their customers well. Therefore, although there are certain technological strengths we can use to our advantage, it basically comes down to a commodity marketplace."

"Some of our competitors, such as Emerson, remain aggressive and strong. Others are slowly dying and just clutching at straws."

How can the Motor Business position itself to stay competitive?

"The bad news is that we have a lot of problems. The good news is, there is a lot we can fix."

Business teams

"One problem we have is lack of direction. We've functionalized our organization, but now we need someone to steer the ship."

He proposed business teams as the answer to this problem.

"We've had business teams in place. Each team knew its market and brought insights about that market to our attention. However, these teams haven't had the authority to do much more than advise."

"I want these teams to run the business - to tell us such things as what engineering or manufacturing programs are needed to best serve our markets."

Organizational misalignment

"Another problem the Motor Business faces is organizational misalignment. We haven't given all the functions the tools they need to do their job."

"For example, Production spends much of its time finding out what Technology - which owns Manufacturing Engineering - is doing for the factories. I want to change that; Production needs to own Manufacturing Engineering."

Teamwork

"The Motor Business needs teamwork," Genever-Watling stressed.

"I've worked with a lot of very talented people here - I'm impressed

with their horsepower and motivation. However, I don't think everyone has been been pulling in the same direction."

"I'm happy to report that my staff is pulling in the same direction - and that's a major improvement. Now we need to get the rest of the organization coordinated the same way."

"One way to do this is through communication. We need to let you know what's going on."

Identity

"We need to establish a strong identity for the Motor Business. When there were five motor departments, you had identity. Each market had a group of plants working for it, and everyone knew roughly where they were going and what it took to serve those markets. Now that we have this giant called the Motor Business, we've lost much of that identity."

"I think business teams will help us regain focus. They will spend more time in their markets while involving the Motor Business people who serve them."

Systems

"The Motor Business also needs improved systems - and fast. We have a plan to solve our systems problems by 1990, but our business could be dead by then. So we must and will move faster."

"When you ask people what their systems needs are, they tell you they need everything. We don't have the time or money to get all the bells and whistles people would like to have. We need elegantly simple systems which offer great utility."

Plant loading

More efficiency in loading plants is another challenge, he noted.

'The bad news is that we have a lot of problems. The good news is, there is a lot we can fix.'

S&SP: Here's how it can work for you

The recent annual mailing of the Savings & Security Program's holding-period distribution notice has led to some questions from those who would like to know more about how the program works.

The employee benefits booklets give

complete details, but here is a brief summary of how S&SP can work for you.

- Your "basic" investments under S&SP can be as much as 7% of your earnings. This investment is eligible for the company's 50% matching in-

vestment which can equal as much as 3½% of earnings. In other words, for every dollar you save, GE makes a matching payment to your account of another 50 cents, up to 3½% of your earnings.

- You can also make additional savings investments of up to 10% of earnings. These additional savings are not eligible for matching from GE.

- Your savings are invested, as you instruct, in one or more of these investment choices: U.S. Savings Bonds, GE stock, S&S Mutual Fund and the Holding Period (HP) Fund. Part of your own savings can also be used to buy special low-cost life insurance. Your investment choices can be changed to fit your personal needs as often as once a month.

- Your S&SP investments for a particular year are left in a trust account under your name for a specified three-year holding period which begins at the end of the year in which you make your investment. For example, the holding period for 1986 investments begins Jan. 1, 1987 and ends Dec. 31, 1989. While in a holding period, your investment choices can earn additional income through dividend and interest accumulations.

- At the end of the holding period, your investments are either "paid out" to you along with the securities purchased with the GE matching payment, or you can place them in an S&S Retirement Option Account (ROA). If you elect to receive them at the payout time, you can receive either cash or the securities which you can hold as securities or convert them to cash when you wish.

The ROA is a tax shelter that can help build funds for personal goals (such as children's education or the

purchase of a home) or extra income at retirement. It can also be used in some layoff situations. If you leave GE before retirement, all your investments held in the ROA are paid out to you.

- Securities you have placed in your ROA can be switched from one investment to another as often as four times a year within the rules of the program. For example, you could switch from S&S Mutual Fund Units to GE stock, or vice versa. A new feature added in January 1986, is a Money Market Fund within the Retirement Option Account. Once you've opened your ROA, you can elect to switch all or some of your investment securities into the Money Market Fund.

- Part of your savings can also be made on a pre-tax basis. This is called the Deferred Pay Account, or DPA. You may elect to designate up to 7% of your earnings for investment in DPA. This would reduce your current taxable income by 7%. Your money is invested in the securities you choose and is held in a special DPA account in your Retirement Option Account. DPA investments are not eligible to be taken out of S&SP at the end of the three-year holding period.

Because of special tax-shelter advantages of a Deferred Pay Account, securities in the DPA portion of an individual's Retirement Option Account can be withdrawn only for certain hardships which are defined by the government.

This summary of how the Savings & Security Program works isn't a complete explanation of its many provisions. GE's employee benefits specialists emphasize that before investing in S&SP, or changing investment within the program, you should study the program in your benefits booklets and the S&SP prospectus.



Wearing safety belts makes good sense

Reprinted from the Mayo Clinic Health Letter with permission of Mayo Clinic, Rochester, MN 55905.

Next time you head for your car, keep in mind these points from the U.S. Department of Transportation and several other highway safety associations...and then buckle up.

- When a car strikes another object, occupants move forward at the car's original speed. If you're not wearing a safety belt in a 30-mph crash, you'll hit the windshield or your fellow passengers with the impact of jumping from a three-story building.

- The impact of a car accident is over in one-tenth of a second. You have no time to brace yourself, much less protect your child. Upon impact at 30 mph, your 15-pound child has an effective weight of 300 pounds.

- Without safety belt use, one American in 20 can expect to be injured in a serious auto accident during an average lifetime.

- Most auto accidents occur at speeds less than 40 mph, within 25

miles of home and on dry roads.

- Safety belts keep you from slamming into the windshield and interior of your car. Safety belts spread the impact of a crash over your abdomen and shoulders, which can best withstand the force. Safety belts keep people inside a car from hitting each other. Safety belts help keep you in place and help you maintain control of your car. Safety belts keep you from being ejected. If your car does catch fire or become submerged in water (which happens nationally in less than 0.5 percent of accidents), safety belts prevent you from being knocked unconscious, allowing you to escape.

- Children are the most vulnerable people in a car accident. Their small bodies are less able to withstand the impact of a crash; they are easily thrown from a vehicle or crushed by adults during a collision. Today, all 50 states and the District of Columbia mandate restraint of children in motor vehicles. Among children five years or younger, deaths due to auto accidents dropped from 726 in 1978 to 424

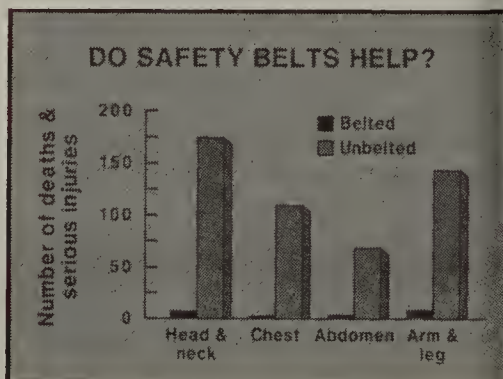
in 1984. Correct use of child restraints will decrease this number even further.

- Motor vehicle accidents cause the greatest amount of lost time and deaths on the job. American employers pay for nearly 14 million days of lost time each year because of vehicle accidents. One serious car accident can cost \$120,000 in lost work time, medical care and employee benefits. Whether motor vehicle accidents occur on or off the job, each year business must bear the brunt of an estimated \$57.2 billion in costs.

- States that enforce their safety belt laws continue to report a decline in traffic deaths. Fatalities dropped by 10 to 26 percent (a savings of nearly 525 lives) in six states with the longest experience of safety belt laws, according to a report issued this year. In 29 foreign countries that require use of safety belts, traffic deaths have gone down by about 25 percent since early 1970s.

- Universal safety belt use in the United States could save an estimated

18,000 lives and \$10 billion each year, according to a recent study in the *Journal of the American Medical Association*. Use of a safety belt costs nothing, requires little time or effort and entails no documented risk. But fewer than one-fourth of American adults use their safety belts regularly.



If you buckle up, your odds of escaping death or serious injury are vastly improved, based upon analysis of 74,240 accidents over a three-year period (National Highway Traffic Safety Administration).

GE NEWSLINE

Whirlpool talking with Philips about venture to sell overseas

BENTON HARBOR, Mich. - Whirlpool Corp., one of the nation's largest major appliance makers, has confirmed that it is holding talks with N.V. Philips, the Dutch electronics giant, about forming a joint venture to make and sell major household appliances for international markets.

Industry analysts said the talks could signal a new direction for the U.S. appliance industry. Major appliance

manufacturers in the U.S. haven't been big competitors outside North America because heavy refrigerators and ranges are expensive to export. A joint venture with a high-status overseas concern could help open up international markets to a U.S. company.

Whirlpool already has stakes in Aspera S.p.A, an Italian maker of refrigerator parts, and three Brazilian companies that make compressors and finished appliances.

GE Employees choose retirement

The following employees retired in September:

Eugene J. Meier, stockkeeper, Taylor Street Production; Leonard

E. Goode, trucker, Motor Production, Building 4-4; and Jack D. Stillinger, drafter, Motor Technology, Taylor Street.

RCA develops system to make cameras heed their master's voice

MOORESTOWN, N.J. - Researchers at RCA's Advanced Technology Laboratories in Moorestown have developed a system that allows a person to operate remotely located video cameras by voice command. It's called VOCAM (or voice-controlled camera).

Sheldon Oxenberg, a senior staff engineer, said such voice-controlled equipment in the future will allow remote control of repair, assembly,

and construction tasks in space or in other hazardous environments. Voice control of equipment will reduce workloads and will lessen fatigue for operators of today's high-technology systems.

The VOCAM system is a blend of several technologies under study at RCA's Advanced Technology Laboratories, including speech recognition, artificial intelligence, and robotics.

GE Proceeds with required sale of Microwave Products Department

OWENSBORO, Ky. - General Electric has agreed to sell its Microwave Products Department to Biddinger Investment Capital Corp. Sale of this GE business is required as a condition in the U.S. Justice Department's approval of the GE/RCA merger.

This business, located in Owensboro, produces a variety of microwave pro-

ducts, including high-resolution tubes for video cameras and microwave modules.

John Biddinger, the Indianapolis firm's president, said his company plans to offer jobs to most of the 553 employees.

The sale is subject to Justice Department approval.

Adlets

FOR SALE

5 FORD TEMPO, lots of options, 12,000 miles. 447-3504.
RAVELY CONVERTIBLE 7.6 TRACTOR w-30" rotary mower, 28" snow bld, 48" snow dozer, rotary plow. 747-3311.
ARGE DOGHOUSE, good condition, \$30. 749-9357.
KC NORWEGIAN ELKHOUND PUPS, ready to go. 637-3482.
UMP, very good cond., used to water lawn, \$75. 485-3358.
RUNSWICK POOL TABLE, 4'x8', slate, ex. cond., \$1,200. 1-419-399-3026.
2' ALUMINUM EXTENSION LADDER, \$150. 622-7196.
ORD 250 SUPERCAB, ideal for camper. 456-1471.
NOW BLOWER, like new, \$100. 422-8670.
MAGIC CHEF 30" GAS RANGE, wht, solid door, 1 yr. old, ex. cond., \$100. 485-2720.
MAN'S BLUE SUIT, 31"W, 34"L, ex. cond., \$10. 747-5461.
ANTIQUES: oak buffet, pot belly stove, trunk. 632-4733.
4' FISH & SKI BOAT. 622-7107.
STUDIO COUCH-BED, 36" wide, 3 back pillows, new, \$150. 745-9058.

PONTIAC WAGON, 400 V8, auto, ex. operating & tires, \$500. 672-8219.
ANTIQUE PIANO, good working condition, \$350. 637-3303.
'70 NOVA SS, big block 396, must sell, \$3,200. 486-9633.
YAMAHA PORTA-SOUND W-ADAPTER, 12 rhythms & instruments, stereo sound, like new, \$125. 483-2984.
'64 IMPALA REAR BUMPER, ex. condition, \$40. 627-2429.
'69 LINCOLN CONT. MARK III, mint cond, \$4,000; '77 Honda Accord or parts, runs rough. 747-0241.
BEEF: canned chunk 27 oz. can, \$3.75; frzr, \$1.25/lb per half. 327-3475.
'74 FORD GALAXY, \$200. 672-3416.
OXYGEN CONCENTRATOR on rollers, used very little. 424-7474.
'78 FORD T-BIRD, good condition, many new parts, \$2,100. 447-3666.
WALL RECLINER CHAIR, good condition, rust, \$25. 747-2184.
BABY CRIB w-mattress & bumpers, used only a few times, like new, \$50. 747-0885.
'77 OLDS 98, gas 350, all pwr, no rust, clean, must see. 484-4185.
GE 25 PT. DEHUMIDIFIER: Hotpoint refrig, 15 cu. ft. 436-1795.
SNOW BLOWERS: 20", \$175; 12", \$75; Beretta 9MM, holds 15 shots, \$300. 426-4485.
PATIO SLIDING DOOR, 80"x72", like new, \$95. 432-8674.
AUTOMATIC WASHER & ELEC. DRYER, very good running cond.-buy washer for \$100, get dryer free. 672-2120.

'73 PONTIAC FIREBIRD w-'69 Chev. eng, maroon, new paint, tires, battery, best offer over \$2,500. 485-8727.
HAYES MICROMODEM Ile for Apple II, II+, Ile computers, 300 baud, & Smartcom I software, \$85. 447-5052.
SINGLE BED w-sprg & matt., good condition, \$65. 432-3274.
'85 MOBILE HOME IN ZEPHYRHILLS, FL, w-lot, furnished, negotiable. 493-4726.

WANTED

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.
PERSON TO CLEAR SMALL AREA FOR FALL FLOWER PLANTING, SW; call aft. 6 p.m. 432-6236.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
UTILITY TRAILER for less than \$50. 426-2631.

FOR RENT

FURNISHED CONDO, avail about anywhere in the U.S. for one wk, now-Dec. 20; call aft. 5:30 p.m. 485-2103.
FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, wkly, avail. now-Dec. 485-4264.
HOUSE, 4 rms, 8218 Auburn Rd. 749-8627.

SERVICE

COMPUTER SERVICE - resumes, compositions, door hangers, more. 422-9720.
LIVE MUSIC for weddings, parties, any occasion. 432-9397.
VIDEO TAPING - any occasion, specializing in weddings; prof. DJ for weddings, parties, etc. 447-4447.

FREE

ONE YOUNG REDBUD TREE for digging. 744-3435.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Elex calendar - November

- 6 Pen-El Board Meeting, 12 Noon.
- 8 One day trip to Merrillville Holiday Star Theatre. Show by David Copperfield and shopping.
- 10 Bingo Super Program, 4:45 p.m., GE Club Auditorium.
- 12 Past Presidents Meeting.
- 12 Paint class, 18-1 Conference Room.
- 12 Pen-El, 11:30 a.m., Bethany Church
- 15 Elex Auditorium Sale, 9 a.m.-3 p.m.
- 15 El-Par pot luck, 11:30 a.m., Grabill Barn, Grabill, IN
- 20 Beauty Bonanza Luncheon, 11:30 a.m. Tickets \$5.50, Sheraton Inn, Hwy 3 at 69.
- 24 Honorettes Social Meeting, 1 p.m., Salem United Church of Christ, Lake Ave.
- 25 Elex Executive Board Meeting, 4:45 p.m., Elex office.
- 25 Elex Executive Committee Meeting, 7:30 p.m., 18-1 Conference Room.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Bill McShain

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Purchasing prepares SPC qualification procedure for Motor Business suppliers



Tom Natale, purchasing manager, Harold Hampshire, buyer, and other Motor Purchasing employees formulate plans for evaluating Motor Business suppliers.

Motor Purchasing soon will survey Motor Business suppliers to find out if they are qualified users of Statistical Process Control.

Tom Natale, purchasing manager, said, "Our objective is to certify suppliers which use SPC techniques to our specifications. If they don't use SPC

already, we'll train them. Those who do not qualify as SPC users and refuse training will no longer be our suppliers."

Having SPC-certified suppliers is critical to the Motor Business' quality thrust, Natale pointed out.

"It won't do us any good to teach

quality techniques to Motor Business employees if the people supplying our materials aren't using them," Natale said. "We want to be confident with our vendors' SPC capabilities to the extent that we no longer have to inspect their products. We will know when this is possible by evaluating their parts-per-million defects."

Advantages

The Motor Business will “weed out” some of its suppliers in the SPC certification process, Natale noted.

"Part of our strategy is to have a few strong suppliers. These suppliers will have more Motor Business volume, which should allow them to cut costs and pass the savings on to us."

Quality will also improve with fewer suppliers, Natale noted.

"Fewer suppliers in the production chain means fewer people who have to be familiar with our requirements. We'll be left with a tight-knit group of people who know our products and how to make them with quality."

"Companies certified to be Motor Business suppliers will have more leverage with us and be more impor-

tant to us. This enhances the 'partnership' approach which is so important in today's global business environment. Natale said.

Plans to certify suppliers in SPQ were announced at a meeting in May.

'We want to be confident with our vendors' SPC capabilities to the extent that we no longer have to inspect their products.'

Since then, around 30 suppliers have agreed to undergo training necessary for them to be certified suppliers for the Motor Business. Purchasing people are currently in the process of establishing guidelines for evaluating suppliers.

Deadline tomorrow for Chicago trip

Tomorrow is the last day to register for the Elex-sponsored Nov. 8 trip to Chicago and Merrillville, Ind.

Participants will spend the day shopping at Chicago's Water Tower and then travel to Merrillville to see the David Copperfield Show at the Holiday Star Theatre. Those interested should call Citizens Concerned, Inc., 747-1110, by tomorrow.

Employees recognized for support of Blood Services program

Several Fort Wayne General Electric employees and pensioners were recognized recently for their support of the American Red Cross Blood Services program.

Bernie Huguenard, master scheduler at Taylor Street, was honored for giving 17 gallons of blood.

Robert Reitdorf, design draftsman in Power Supply, was honored for giving 16 gallons. Recognition for being a 12-gallon donor went to pensioners Donald Alcott and Eugene Beauchaine. Gene Bissell, senior sales & application engineer in Building 4-6, gave 11 gallons. And Warren Berkheiser and Charles Shipman, pensioners, gave 10 gallons.

Receiving awards for efforts in organizing and communicating about GE Bloodmobiles were: IUE Local 901, IAM Lodge 70, the Elex Club, Lois Neloms, employment manager; Luana Oehlhaffen, employee-services clerk; Merv Ruhl, STO personnel administration specialist; Sandra Herbold, ACSD Relations representative; and Vance Meyer, communication specialist.

182% of goal

Lois Neloms, who schedules GE bloodmobiles, said employees gave 182% of goal for the year. The goal was 402 units; employees gave 749.

"The success of our blood services program is due to the continued enthusiastic cooperation and support of employees throughout Fort Wayne General Electric," said Neloms.



Recognized for their participation in the Red Cross Blood Services Program are: (Back row) Bob Reitdorf, Gene Bissell, Marlin Leininger (representing IUE Local 901), Tom Johnson (representing IAM Lodge 70), and Merv Ruhl. (Front Row) Luana Oehlhaffen, Lois Neloms and Rachel Fisher (representing the Elex Club).

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

Address correction requested



General Electric News

OCTOBER 23, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 37

Deadline approaches

New federal tax law factor in S&SP distribution decisions

Editor's note: Motor and Transformer employees have been given an extended deadline of Nov. 1 for making changes in the way they receive their payout in January. ACSD employees have until tomorrow to make their decisions. The following article explains how federal tax changes recently passed by Congress affect Savings & Security Program payouts.

Tax law changes recently passed by Congress will affect employee savings plans, like GE's Savings & Security Program, in a number of ways.

Perhaps of greatest immediate concern to GE employees is the impact the tax changes will have on the distribution of 1983 S&SP credits scheduled for January 1987. Employees eligible for the January payout received distribution notice forms early in September.

Tom Burns, manager of GE Corporate Employee Benefits, says January distribution recipients need to be aware of important tax law changes which could affect the taxes owed on the payout.

Extra 10% income tax

"The new tax law will change 1987 tax rate tables. And beginning next

year, there will be an additional income tax of 10% on taxable income from most distributions and withdrawals received by plan participants who are active employees or are on layoff with protected service," says Burns.

"While 1987's tax rates will be lower for many people, most recipients with taxable income from the S&SP distribution will have to pay the extra 10% tax. This extra tax will be in addition to regular taxes owed on any taxable income received in the January distribution," Burns points out.

Taxes owed on January's distribution will be paid when calendar year 1987 tax returns are filed in early 1988. The extra tax does not apply to those receiving retirement distributions and to participants over age 59½.

Taxable income estimate on notice form

The S&SP distribution form, which went to 119,000 GE people last month, provides an estimate of taxable income under each of the distribution alternatives.

To illustrate the effect of the tax law changes, Burns provided an example of an S&SP participant receiving a January 1987 distribution worth \$3,000. If the individual's unrecovered investment - the amount eligible for "tax-

free" recovery - is \$1,000, the taxable income from the distribution would be \$2,000.

On \$2,000 of taxable income, a participant in a 15% tax bracket would pay regular taxes of \$300 (\$2,000 times .15), plus a 10% additional income tax of \$200 (\$2,000 times .10). The result: a total tax of \$500 on the distribution.

Avoiding 1988 tax

Burns emphasizes that S&SP participants anticipating taxable income on the January 1987 distribution can avoid having to pay taxes in 1988 by electing to use the program's Retirement Option Account (ROA). Three of the alternatives shown on the distribution notice form allow participants to place part or all of the distribution in ROA.

Motor and Transformer participants can change their distribution election by completing Part 2 of the distribution notice form and returning it to Personnel Accounting, Building 18-1. Change forms must be signed and mailed to reach Personnel Accounting by Nov. 1. The address is General Electric Company, Personnel Accounting, 1635 Broadway, P.O. Box 2204, Fort Wayne, IN, 46801.

ACSD should turn their forms in to Employee Relations by tomorrow.



Newspaper reports facts

Cost-cutting a religion at Emerson

In a recent profile of Charles F. Knight, chairman and CEO of Emerson Electric, the *Journal-Gazette* reported the following:

- Emerson has had record earnings 28 years in a row.

- Cost-cutting is a religion at Emerson. It sets division and factory goals each year for saving money. Total expenses were cut by \$222 million (7.4 %) in 1985.

- Part of Emerson's strategy for decades has been to locate plants in small, non-union towns in the south. However, 8% of Emerson's production was overseas last year, up 2% from 1980. It will import 15% of its components by 1989.

- Emerson warns workers that wages and other costs will be held down, or plants may be relocated. When Emerson asked its workers

in its Appleton Electric lighting fixture factory in Chicago to take a pay cut of more than 20%, the 500 workers said no. The plant is being closed and moved to Nebraska.

- Emerson's revenues soared to \$4.65 billion last year, triple what they were 10 years earlier. Its earnings have risen at 13.4% annual rate in the past decade, almost twice the rate for all manufacturers.

- Mature markets, persistent foreign competition and slow military spending present tough challenges for Emerson.

- Knight pursues acquisitions, buying more than 12 companies in the past two years.

- Knight stresses product development, with emphasis on high-technology manufacturing.

GE NEWSLINE

Foreign competitor setting up shop on U.S. soil

CANOGA PARK, Calif. -- Shizuki, a Japanese competitor of GE's Capacitor Products Business Department, has made its first move in a plan to expand its operations into the United States. It has moved its subsidiary, American Shizuki Corp., into a new corporate, manufacturing and warehousing facility in Canoga Park.

Shizuki, a manufacturer of oil-filled and dry capacitors, apparently wants to be closer to its U.S. customers and save on freight and import duties.

Frank Price, marketing manager

at the GE capacitor plant in Fort Edward, N.Y., points out the U.S. represents the major share of the worldwide market for oil-filled capacitors.

"This market, which is already crowded with competitors, has not been growing and shows no prospects for growth," he said. "This is bad news for American companies, but the U.S. market still presents an opportunity to foreign firms because they are coming in from the outside."

Elex 'Beauty Bonanza' to be held Nov. 20

The Ravenscroft Beauty School will perform services on some Elex members and show members how to achieve a new look at a "Beauty Bonanza" to be held Nov. 20.

A luncheon begins at 11:30 a.m. Tickets are \$5.50 and should be reserv-

ed by Nov. 3 by calling an Elex contact representative. Reservations can also be made by writing the Elex Office, 1635 Broadway, P.O. Box 2204, Fort Wayne, IN 46801.

Beauty certificates and jewelry may be won or ordered.

Holiday bonus discounts available on certain GE microwave ovens

General Electric employees are being offered a special holiday bonus discount on certain GE and Hotpoint microwave ovens through Dec. 31, 1986. These discounts are added to the existing Product Purchase Plan discounts on these products.

The models are: GE JMT20 Omni 5™ compact combination oven (regular discount \$35; bonus discount \$20); GE JE1445 full-size countertop microwave oven (regular discount \$40; bonus discount \$25); GE JE1465 countertop microwave oven with automatic cooking control (regular discount \$45; bonus discount \$25); GE JVM150 Spacemaker® microwave oven (regular discount \$70; bonus discount \$20); Hotpoint RE83 (regular discount \$30, Bonus \$10); Hotpoint RE966 (regular discount \$35; bonus discount \$10); Hotpoint RE967 (regular bonus \$35; bonus discount \$10); and Hotpoint RVM120 (Regular discount \$55; bonus discount \$25).

Employees may buy up to a total of three eligible microwave ovens for

personal use or as gifts to the employee's spouse, children, parents, grandparents, brothers, sisters and such relatives of the employee's spouse. Normally purchases made under the plan are limited to family members that are dependents of the employee.

All other Product Purchase Plan rules apply to this special microwave offer.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Editor
Vance Meyer

Manager
Bill McShain

Adlets

FOR SALE

- 19" MAGNAVOX COLOR TV**, works, \$50. 456-1478.
'79 OLDS, 4 dr., air, new tires, good cond., no rust. 1-244-3233.
CONSOLE 25" GE COLOR TV, good cond., \$100. 744-0785.
FURNITURE: sofa, loveseat & pecan tables, \$500; antq mahog, 7 dwr. desk, \$130. 424-2973.
TWO MODEL T CAR WHEELS w-wooden spokes. 1-396-2165.
LHASA APSO, papers, male, yr. old, neutered, \$150. 447-6450.
WHIRLPOOL UPRIGHT FREEZER, 15 cu. ft., \$250. 447-1467.

- EXTERIOR BACK DOOR** w-hdware; boat carrier. 747-7980.
MEN'S BOOTS, sz. 10, insulated, 9" high, like new, \$10. 485-5214.
AKC NORWEGIAN ELKHOUND PUPS, have shots, ready. 637-3482.
MINK STOLE, lt., ex. cond., \$200; grn bathrm rug, 27"x48", like new, \$15. 485-0102.
FORD 250 SUPERCAB, 63,000 miles, ideal for camper, eves. 456-1471.
CARPETING, 25'x12', blue, good cond., \$25. 483-0117.
WATERBED, sgl, full motion matt., \$150. 432-3274.
'77 CUTLASS SUPREME, runs good, air, tilt, cruise, must sell, \$1,200 or best offer. 432-8529.
SNOW TIRES, 2, studded, mtd on Chev. whls, \$50. 484-3042.
GARAGE SALE, Oct. 22-25, 9-5 p.m., 914 Schneiker Ct., New Haven, clothing, hsehold items, misc.
19" COLOR TV w-std, \$45, aft. 7 p.m. 432-1287.
GE FAN MOTOR, new, 1/2 HP, 1/2" shaft, \$20. 483-4652.

- SNOW TIRES ON RIMS**, HR78-14, Ford '79-'86, \$75. 485-9203.
TRAIL BLAZER WOOD STOVE, used 6 mos. 622-7413.
SUEDE JACKET, pile lined, sz. 38-40, cost \$80, sell \$35. 447-4066.

WANTED

- GAS FURNACE**, 100,000 BTU. 824-4296.
GARAGE SPACE FOR AUTO STORAGE, clean car, prefer SW area. 432-4914.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
POOL TABLE, slate bed. 484-1375.
SMALL GAS STOVE, to heat 2 rooms, 40-60,000 BTU. 622-7413.

FOR RENT

- STORAGE SPACE FOR CARS**, boats, campers, no birds, inside or out. 636-7264.
DOUBLE HOUSE, SW, unfurn., carpet, appl., bsmt, laun fac., prefer adult, no pets, \$215. 489-3844.
FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6 nice, weekly, avail now-Dec. 485-4264.

SERVICE

- VIDEO**, any occasion, specializing in weddings; professional DJ for your party - Tom. 447-4447.
TYPING SERVICE, resumes, bulletins, compositions, more. 422-9720.
CONCRETE & Basement walls/floor repair or replacement. 456-1187.
LIVE MUSIC for weddings, parties, any occasion. 432-9397.

Visit the
Building 21 branch

FORT WAYNE NATIONAL BANK
that's my BANK

FREE

- TWO LOVEABLE DOGS**, med. sz., good w-children; 3 young cats, very tame, good home. 639-3611.

SCORES FROM FALL GOLF SCRAMBLE - OCT. 11

Floyd Spohn is sure not mad the Oct. 4 scramble was pushed back to Oct. 11. He scored a hole in one on the Par 3 #14 hole to win the closest to the pin. The team of McEvoy, Guzek, Poland and Scanga scored a net 59 to win the team play. All winners are listed below.

- | | | |
|---|----------------------------------|----|
| 6 | Shinneman, Wilson, Lantz, Currie | 63 |
| 7 | Devos, Cochran, Downey, Thompson | 63 |
| 8 | Oiwine, Martin, Windell, Edwards | 64 |

Longest Drive

- #1 Don Miller
 #10 Dennis McClure

Closest to Pin

- #4 Dick Parlow
 #6 Bob King
 #14 Floyd Spohn
 #15 Steve Glover

Place	Team	Net
1	McEvoy, Guzek, Poland, Scanga	59
2	Cole, Mills, Nelson, Rodgers	62
3	Thurber, Johns, Harris, Closson	63
4	Bradford, Kelsch, Widek, Bowers	63
5	Patterson, Wagner, Depkie, Fuller	63

GE Club calendar - November

- 1 Whizzers Square Dance, 7-11 p.m.
 4 Pensioners Euchre Club, 12:45-3:30 p.m.
 5 Golden Squares, 12:30-3 p.m.
 7 Beginning Square Dance Class, 7-11 p.m.

FREE BINGO FOR GE EMPLOYEES & PENSIONERS, GE CLUB, NOV. 8, 7:30 PM.

- 8 GE Club Bingo, 7:30-9:30 p.m.
 10 Elex Program
 12 Golden Squares, 12:30-3 p.m.
 14 Beginning Square Dance Class, 7-11 p.m.
 15 Elex Auditorium Sale, 9 a.m.-3 p.m.
 15 Whizzers Square Dance, 7-11 p.m.
 19 Golden Squares, 12:30-3 p.m.
 20 Financial Business Meeting
 21 Beginning Square Dance Class, 7-11 p.m.
 26 Golden Squares, 12:30-3 p.m.

*ADLETS

GE NEWS - BLDG. 18-3
 NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

OCTOBER 30, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 38

Permanent change in inventory management sought as company-wide effort expands

Permanent change in the way inventory is perceived, managed and measured: That's the objective of GE's intensive inventory control effort which was launched earlier this year and is now gaining momentum throughout the company.

The short-term goal of this effort is to return inventories to 1985 year-end levels by the end of the current calendar year. That alone will require inventory reductions of some \$1 billion. Long term, however, the objective is to instill entirely new philosophies and practices for long-lasting improvement in inventory control.

An Inventory Council has been formed to lead the attack on inventory. This council - under the guidance of GE's Corporate Engineering & Manufacturing component - is made up of about 30 representatives of key businesses throughout General Electric.

Tom DeLong, manager of forecasting and materials programs, is the Motor Business representative on the Inventory Council. There are also representatives for the Construction Equipment Business Operations, with which STO and Power Supply are affiliated, and Aerospace.

The council's focus

"GE's inventory levels are higher than they have ever been," DeLong said. "The Inventory Council is defining the problem, measuring progress, fostering communication and beginning programs to educate employees across the company. By having representatives from various GE components, we can exchange ideas and resolve common inventory issues."

Although the Inventory Council provides the focal point for inventory efforts across GE, the critical implementation of inventory improvement must occur at the operations level, DeLong stressed.

"Leadership, commitment and action



(Center) Tom DeLong, Motor manager of forecasting and materials programs, participates in a GE Inventory Council meeting in Fairfield, Conn. Council representatives from other key GE businesses look on.

in operations such as ours will make the difference," he said.

Not a program

DeLong pointed out that the answer to inventory problems isn't as simple as slashing inventories with a "quick-fix" program. "We're not going to reduce inventories short-term and then go back to 'business as usual,'" he said.

"The larger issue is competitiveness - not only for the Motor Business or General Electric, but for the entire country. The symptoms are all around us - large trade imbalances, declining production, marginal productivity improvements and record inventory levels.

"Our objective must be to understand the underlying causes of excess inventories and make the operating changes necessary to cause permanent inventory reduction. At the same time, we must continue improving our customer service and productivity."

Inventory problems occur at every level and in every function, he noted.

"For instance, an overly optimistic sales forecast can result in a warehouse full of products. Likewise, an engineer who isn't designing motors for simplicity will eventually create a burdensome spare-parts situation. And a marketing person who isn't on top of fast-changing conditions may have the manufacturing people building products that are obsolete."

Motor Business Inventory Council

To localize the inventory improvement effort, the Motor Business has set up an inventory council of its own. This council is examining inventory and impacts on it in every function. There are also multifunctional teams in Fort Wayne and in every plant addressing specific inventory issues.

One of these teams is assessing the possibility of going to a Just-In-Time (JIT) operating concept for the Motor

Business. JIT is based on the idea of building products and ordering components just in time for their delivery, eliminating built-up stock of components and finished products.

He said JIT would result in reduced cycle and set-up times and ensure that inventory is continuously flowing. "When something is just sitting idle, something is wrong," he said.

A prerequisite to JIT is quality.

"With components and finished products needed immediately by the next operation, there is no time for things to go wrong. Therefore, quality must be built in to ensure the product is right the first time."

The Component Motor Operation reduced inventory by more than \$7 million between June and September of 1986 in raw, in-process and finished-goods inventory. DeLong said these reductions were achieved by developing standards for all segments. He praised employees in all operations for their diligent efforts in beginning

'We're not going to reduce inventories short-term and then go back to business as usual.'

Tom DeLong

improvements necessary for sustained inventory reductions.

Inventory improvements in other GE businesses include:

- The Simulation & Control Systems Department in Daytona Beach whose printed circuit-board line went to Just-In-Time/continuous flow techniques and cut its cycle time from 20 days to less than one.

- The Transportation Systems Business Operations in Erie whose Just-In-Time program eliminated the need for 250,000 square feet of floor space.

See "Inventory", Page 4.

Employees pledge \$241,889 to United Way

General Electric employees in Fort Wayne pledged \$241,889 to the United Way in this year's Employees' Community Services Fund campaign. The results of the campaign were announced this week by the ECSF Board.

The employee pledge is in addi-

tion to \$130,000 pledged by the GE Foundation, for a total 1987 pledge of \$371,889.

Lois Neloms, employment manager, thanked employees, the unions and the company for their support, which helped increase the annual

rate of contributions by 7.5%.

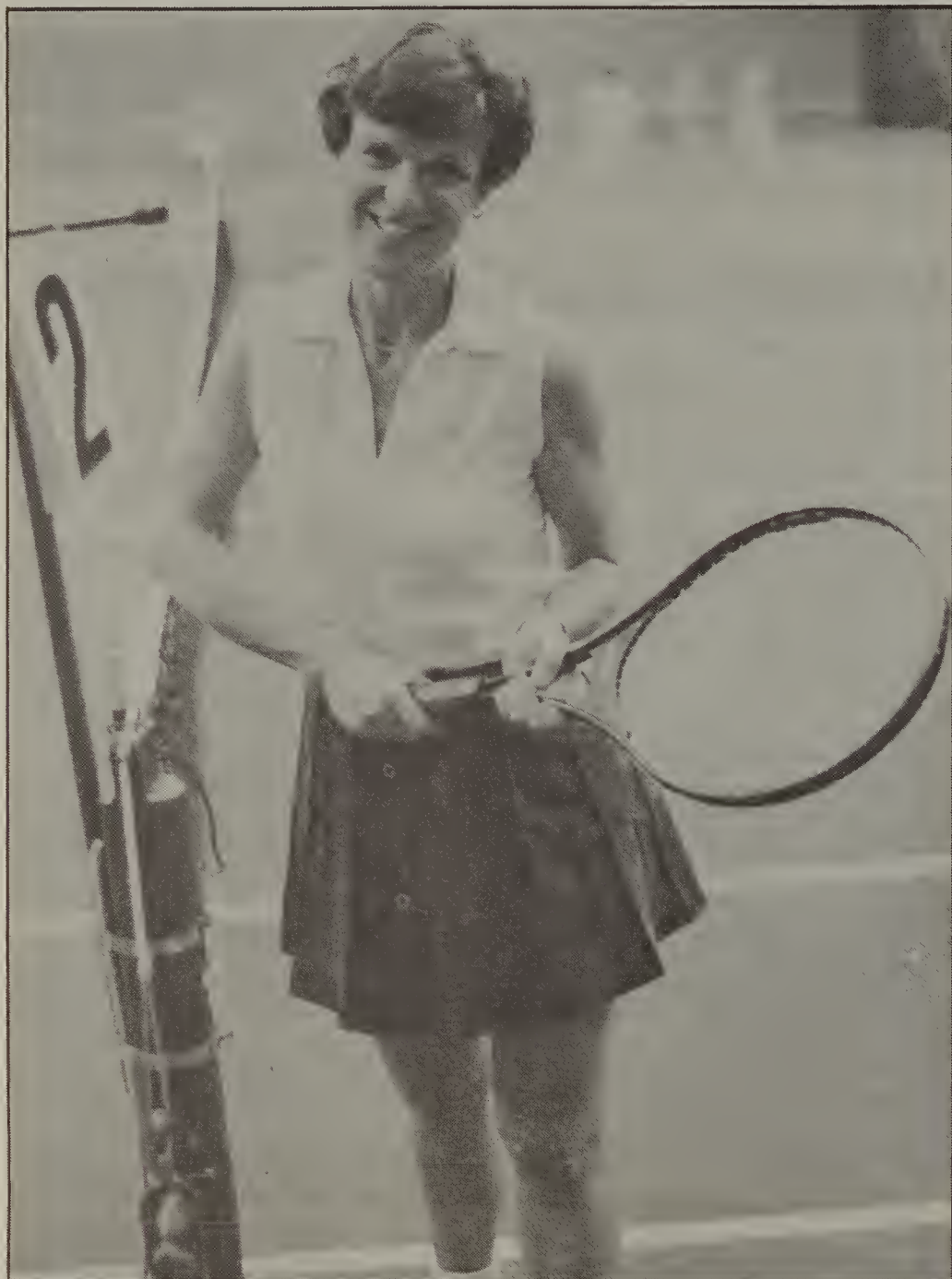
"It appears that most of us clearly see the value of United Way agencies in our area," she said.

Fred Eckart, relations manager, said, "This gift is a beautiful expression of the way GE employees help people."

As a result of the ECSF campaign, pledges increased by \$16,889 from last year.

More than 82% of Fort Wayne employees contributed. The United Way reports that 96.5% of the contributions made goes directly to the services.

Power Supply secretary can't sit still



Nancy Cerney has been playing tennis for about 18 years. Today, it's only part of her weekly exercise routine.

Nancy Cerney can't sit still.

That, she says, is the reason she plays tennis and runs three times a week and walks every chance she gets.

"I can't imagine life without exercise," said the 51-year-old Power Supply secretary, claiming that physical activity makes her feel good emotionally and physically.

Played tennis 18 years

Cerney has played tennis for about 18 years. She said her tennis game improved significantly since she began running two years ago.

"Running has improved my stamina for tennis. Even if I know I can't get to a ball, I run after it anyway."

She took up running to help her get through the trauma of divorce. "Running makes me feel good about myself; it's an upper of some kind."

"If things go wrong at work or I'm in a rotten mood when I get home, I can go running to relieve the stress. After that, I feel like accomplishing something."

Walks at every opportunity

Cerney walks every opportunity she gets. "I especially like to stroll and talk. People will come over for dinner, and as soon as we're done, I'll say, 'how about taking a short walk?'"

Every morning she climbs 99 stair-steps instead of taking the elevator to Building 26-4. That helped prepare her for a hike she took last summer in Yosemite National Park.

The hike lasted seven days. Each of those days, Cerney walked approximately 10 miles - up and down mountains - with a 20-pound pack strapped to her back.

"I had never worn hiking boots or

carried a backpack. It was a new and exciting experience," she said.

About two months prior to the hike, Cerney trained by walking quickly up and down hills near her home and by carrying a backpack on her regular walks in the neighborhood.

"People looked strangely at me as I walked down highway 24 with my backpack."

She said her next goal is to go on a long bike hike.

Cerney believes exercise — along with taking a multivitamin daily — has built up her resistance to illness.

"When the cold and flu bugs go around, I never seem to get them," she said. Exercise also makes her sleep better.

To stay trim, Cerney complements her exercise by eating right.

"I weigh myself every other day. If my weight is getting out of control, I stop eating between meals and cut out sugar. That's how I conquer it."

Cerney says there is no substitute for exercise. "Without exercise, I think life would be terribly boring."

GE News wants to feature employees' lifestyle changes

Do you know a fellow employee who has made a significant change in his or her lifestyle? Have you made one yourself?

The GE News would like to feature employees' success stories about weight loss, exercise programs, 'kicking the habit' and others.

Those who would like to share these success stories about themselves or a fellow worker should contact Vance Meyer, Ext. 3249.

★ by Judi Sheppard Missett Jazzercise



Jazzercise back at GE Club

Jazzercise classes will once again be offered at the GE Club starting Monday, Nov. 3. Class will be held Monday and Wednesday evenings from 5 p.m. to 6 p.m.

Participants must wear comfortable clothing. Shoes are recommended, but not required. Street shoes are not allowed. Tennis, aerobic or Jazzercise shoes are suggested. Participants should also bring something for the floor routines (rug, mat or towel).

Bring the ad accompanying this article and receive the first class free. Everyone is welcome.

Further questions should be directed to Maria Aquirre, 747-4936.

Discount available for Ice Capades

General Electric employees are being offered special discount coupons for Ice Capades performances on Wednesday, Nov. 19 and Thursday, Nov. 20 at the Memorial Coliseum.

The discount is for \$3 off the regular ticket prices of \$9.50 and \$8.50. It may be obtained by using the coupon below.

This year's Ice Capades features the 1984 production with new stars and new choreography, including internationally known skating star Simone Grigorescu, from Romania.

There will also be a special production for children. It will feature cartoon characters. Tickets are on sale now at the Memorial Coliseum Ticket Office.



Simone Grigorescu

GE Ice Capades discount coupon

Name _____ Address _____

City _____ State _____ Zip _____ Telephone _____

Number of tickets _____ Price (circle one) \$6.50, \$5.50

Performance desired (circle one): Wednesday Thursday

Make remittance payable to Doorway Promotions Total remittance _____

When ordering by mail, enclose a stamped return envelope. Mail to Ice Capades, P.O. Box 5157, Fort Wayne, IN 46895.

September's S&SP report

Here are the prices used to credit Savings & Security Program accounts in September.

GE stock, \$74.107; S&S Mutual Fund, \$41.552; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10; and LT Fund, \$12.35.

Year-to-date annual income rate for the HP Fund was 13.7% for '83 investments, 13.2% for '84, 12.9% for '85 and 10.7% for '86.

LT Fund's YTD annual reinvestment income rate was 9.9%; and for the Money Market Fund, 7.3%.

GE generator replacing competitor's product

SCHENECTADY, N.Y. - A Westinghouse generator at Consolidated Edison's Indian Point #2 nuclear power plant in Buchanan, N.Y., is being replaced by a GE generator.

Utility & Industrial Sales Division's winning bid was based on the ability to provide equipment previously manu-

factured and owned by GE.

The Turbine Business Group in Schenectady engineered and modified the 1350-megawatt generator. The Domestic Apparatus & Engineering Service Department is providing technical and installation services for replacing the Westinghouse unit.



Debra Williams, office machine operator in Building 4-2, recently received \$380 for her suggestion which eliminated vacation, ill and personal sheets. James Moore (left), payroll supervisor at Taylor Street, and John Baughan, materials and quality systems manager, presented the award.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Editor Vance Meyer Manager Bill McShain

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

Adlets

FOR SALE

SNOW TIRES, 2, 8.50x14, ex. condition, \$15. 432-3274.

LADY'S SNOWMOBILE OR SKI SUIT, sz. 7, \$35. 485-6974.

14' BOAT TRAILER. 749-8627.

'81 RABBIT DIESEL, 2 dr., 4 spd., air, AM-FM radio, 68,000 miles, aft. 5 p.m. 1-672-2420.

SINGLE SOFA SLEEPER, blue, ex. cond., \$150; swivel rocker. 639-6129.

'82 FORD MUSTANG GT, 53,000 miles; Casiotone keyboard organ, \$75. 483-7700.

GE ELECTRIC STOVE, 30", harvest gold, good cond., \$65. 483-0662.

GE GAS DRYER, one yr. old, mint cond., moving to all elec. hse, sell cheap. 434-5106.

BUFFET, 6 dwrs, 2 drs, mahogany, ex. cond., \$125. 1-244-5568.

HOSE REEL CART. 484-6769.

LADIES COATS: sz. 12, gray, \$10; blue, sz. 16, \$5. 747-5461.

ANTIQUE OAK BUFFET, old chest of dwrs, antique trunk. 632-4733.

'77 FORD 250 SUPERCAB, 63,000 miles, eves. 456-1471.

GRAVE LOTS, 4, Greenlawn, good location, \$1,000. 447-2280.

TWO BEDROOM HOUSE w-2 car garage, in St. Joe, \$22,800. 747-3653.

'78 BONNEVILLE LANDAU, auto, air, cruise, stereo, Ziebart, ex. cond. 483-4889.

THREE BEDROOM HOUSE, 2 story, wshr & dryer remaining, \$19,000, 1022 Hugh. 424-3280.

GOODYEAR SNOW TIRES, 2, like new, F78x14 WW, mtd, \$25 each. 744-0755.

FOR RENT

STORAGE SPACE for cars, boats, campers, inside or out, no birds. 636-7264.

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly, avail. now-Dec. 485-4264.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SMALL CHAIN SAW, gas or electric. 426-0020.

DEHUMIDIFIER, reasonable. 749-4171.

SERVICE

CONCRETE - basement walls/floor repair. 456-1187.

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

CONTINUOUS GUTTER & SIDING, free estimate. 627-2858.

VIDEO TAPING, any occasion, specializing in weddings; prof. DJ for weddings, parties, etc., Tom. 447-4447.

DENTS & RUST HOLES FIXED, paint jobs, reasonable, John. 422-6665.

LIVE MUSIC for weddings, parties, any occasion. 432-9397.

SWEETCAKES THE MAGIC CLOWN SHOW - Halloween fun - gorilla, bear, duck, witch, more. 745-1545.

RIDE WANTED

NEED RIDE OR TRADE RIDES FROM HAMILTON, IN to GE, 2nd shift. 1-488-3606.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Bowling scores

Small Motor - 10/15/86

Jim Plemens	615 (213)
Larry Franck	242
George Finkbeiner	235
Dick Blair	225
Dean Crum	221
Steve Waters	218

GE Office - 10/20/86

Dave Knepple	607 (216)
Steve Scherer	235
Walt Hein	220

Small Motor - 10/22/86

Dave Knepple	624 (245)
Francie Harter	610 (222)
Jim Plemens	233

GE Apparatus - 10/22/86

Mike Slater	221
Marc Heffelfinger	220
Jeff Slater	213
Steve Scherer	213
Mike Hahn	210

Elex calendar

NOVEMBER:

- 3 Fall floral class, 6:30 p.m., GE Club, upstairs.
- 6 Pen-El Board Meeting, 12 Noon.
- 8 Watertower Shopping - David Copperfield.
- 10 Anniversary Tea, 2-5:00 p.m., no charge, GE Club.
- 10 Bingo Supper, GE Club, 4:45 p.m., \$4.75, deadline, Oct. 31.
- 12 Pen-El Social, 11:30 a.m., Bethany Church.
- 12 Paint Class, 6 p.m., 18-1 Conf. Rm.
- 12 Past Presidents Meeting, 5:30 p.m., Ted Gouloff's.
- 13 Second Shift Board Meeting, 12 Noon, Elex Office.
- 15 Auditorium Sale, 9-3:00 p.m., GE Club.
- 18 Partizan Tea, 12 Noon, Salem United Church.
- 18 Executive Board Meeting, 4:45 p.m., Elex Office.
- 18 Executive Committee Meeting, 7:30 p.m.
- 19 El-Par Pot luck, 11:30 a.m., Grabill Barn.
- 20 Beauty Bonanza Luncheon, 11:30 a.m., Sheraton Inn, \$5.50, deadline, Nov. 3.

21 Quintus Social, 12 Noon, Ted Gouloff's.

24 Honorettes Social, 1 p.m., Salem United Church.

29 Chicago train trip.

DECEMBER:

- 1 Partizan Board Meeting, 11:30 a.m., Alexanders
- 3 Paint Class, 6 p.m., 18-1 Conf. Rm.
- 4 Candy making class, 6 p.m., Country Kitchen
- 6 Chicago train trip.
- 7 Christmas Program, 2 p.m., GE Club, \$2
- 8 Honorettes Social, 12 Noon, Salem United Church.
- 9 Partizan Luncheon, 12 Noon, Lesters.
- 9 Candy making class, 6 p.m., Country Kitchen.
- 10 Pen-El Christmas party and installation, 11:30 a.m., Ramada Inn.
- 13 Chicago train trip.
- 15 Secret Pal Christmas party.
- 17 El-Par Christmas party.
- 19 Quintus Social, 12 Noon, Hall's Guesthouse.

* ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

EAP counselor offers tips for coping with job stress

Most people feel a certain degree of job stress, according to Dag Arnold, Employee Assistance Program counselor.

"Job stress is pressure from the outside that makes you feel tense inside. Deadlines are a big contributor," he said.

With stress, muscles become tense, the heart beats faster, a rush of adrenaline gives extra energy and strength needed to fight or run away.

According to Arnold, stress can be positive or negative. It's positive if it motivates a person to find the answer to a difficult problem or challenges him or her to go the extra mile to achieve a goal. It's negative if it makes one tired, angry, frustrated and depressed. Long periods of negative stress can lead to emotional problems and physical illness.

Who is affected?

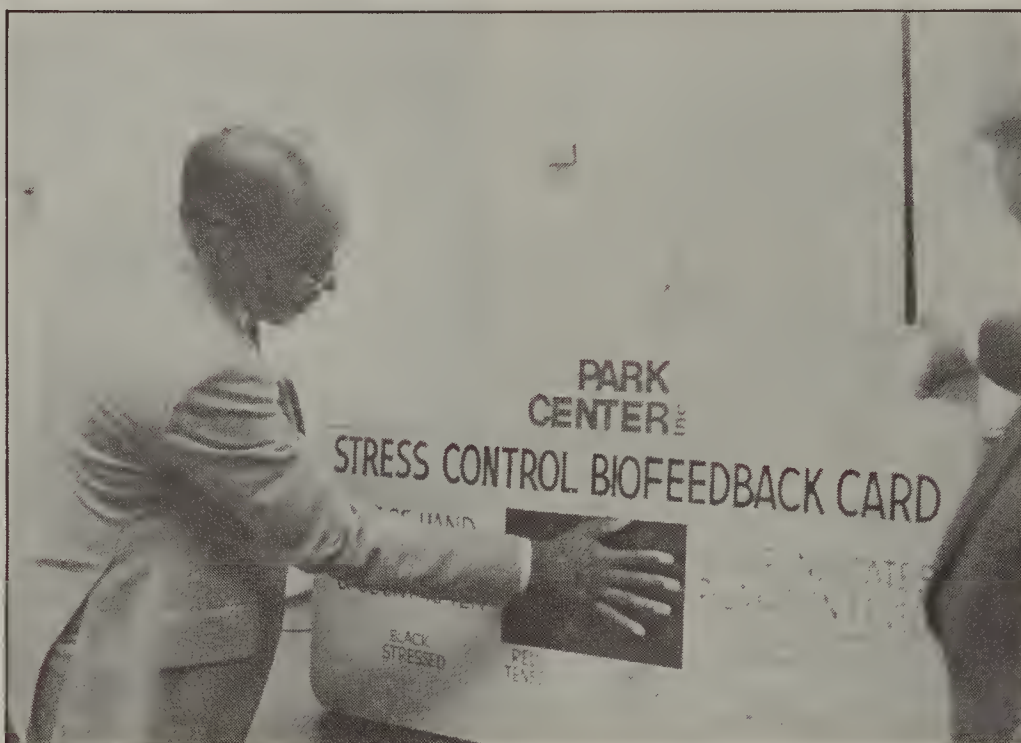
Although most people are affected by job stress, it depends, to a great degree, on a person's personality, the kind of work they do, changes in their life and other factors such as age, health and financial situation.

Stress can be caused by work environment, job demands, people's expectations of themselves on the job, and co-workers.

Symptoms

There are both physical and emotional symptoms of stress, Arnold said. He warns, however, that these symptoms may have causes other than stress. People should check with their doctor to make sure.

Physical symptoms include: fatigue, upset stomach, tension headaches, backaches, poor sleep habits, weight loss, shortness of breath, high blood pressure, nervousness, muscle tension, change in appetite, sweaty palms and cold hands and feet.



Ben Presley, Motor Systems analyst, tests his relaxation level on a "biofeedback card" provided by Park Center Inc. Systems employees took part in a stress seminar last week conducted by Dag Arnold, Employee Assistance Program counselor, and Fred Eckart, Relations manager for Marketing and Finance. Arnold outlined tips people can use to reduce their level of stress and avoid job burnout.

Emotional symptoms of stress include: irritability, hostility, anxiety, loss of self-esteem, withdrawal from friends and relatives, feeling of helplessness, inability to appreciate or enjoy life, loss of concentration and substance abuse.

Many times stress results in "job burnout." This happens when a person pours too much time and energy into the demands of work - whether those demands are real or just imagined by the person.

"Job burnout is a serious matter. It can make you ill, damage your relationships with your family and negatively affect your job performance," Arnold emphasized.

Controlling the situation

Arnold and Fred Eckart, Relations manager for Finance and Marketing, recently conducted a stress seminar for Motor Systems employees. As part of the seminar, participants tested their "relaxation level" by placing their hand on a temperature-sensitive "stress control biofeedback card" provided by Park Center, Inc. The color of the person's handprint on the card indicated their level of relaxation.

Many employees - especially those who consider themselves overstressed - were surprised that the card indicated they were "calm to very relaxed."

Arnold explained, "This doesn't mean that these people don't have stress.

What it does say is that they have the ability to relax if they want to. Problem is, many people don't allow themselves the time to relax."

Arnold outlined tips people can use to reduce their level of stress and avoid job burnout.

Health habits

- **Exercise regularly.** This is one of the best ways to relieve tension. Pick an activity that you like - running, tennis, swimming etc. - and stick with it (Make sure to consult a doctor before starting an exercise program.).

- **Eat right.** Eat a balanced diet that includes fresh vegetables, fruits, whole grains, dairy products and meat or meat substitutes. And eat a good breakfast.

- **Get enough sleep.** If you don't, your nerves will be left on edge and you won't be in shape to meet the challenges of your job.

- **Don't abuse alcohol or drugs.** You may think they are helping you. But in reality they only cover up signs of stress and make everyday problems worse.

Using time wisely

- **Don't push yourself too far.** Set goals for yourself, but make them realistic.

- **Don't procrastinate.** Once you decide what has to be done - just do it!

You will feel an immediate sense of accomplishment that will make everything else seem easier.

- **Keep an eye on yourself.** Take time to look at yourself and what you're doing. If you're feeling overstressed, take steps to reduce it.

- **Make a list.** Jot down everything you have to get done. Get the most important things done first.

- **Give yourself a break.** Take time out from a heavy workload to relax for a moment and regain energy.

- **Pace yourself.** More gets done if you set and work at a steady pace.

Improve your work habits

- **Identify the sources of stress.** Write them down. Which ones do you bring on yourself? Which ones are part of the job? Which ones are created by other people?

- **Adjust to your work environment.** Wear proper clothing or equipment and follow recommended safety procedures.

- **Discuss problems with your boss or co-workers.** It probably isn't as bad as you think it is.

- **Manage your time.** Take a course or consult books on time management.

- **Be positive.**

Relaxation

Arnold advises people to seek other interests and do things they really enjoy on their own time. Talk out problems with good friends, and "be kind to yourself" by acknowledging your own successes.

Another way to relax is by using these simple exercises:

- **Breathing exercise.** Find a comfortable, quiet place to sit or lie down. Close your eyes, and begin to take slow, deep, regular breaths. Concentrate on your breathing. Do this for as long as you wish. Then slowly open your eyes and stay still for a moment.

- **Visualization.** Relieve your stress by closing your eyes for a moment and imagining yourself in a calm, peaceful place.

- **Quick relaxation.** A quick way to relieve stress while you are at work is to take a short breath and do some light stretching.

Seek help

Many people need help coping with the stress in their lives. Arnold advises people who feel they need help to see a professional counselor. Arnold is available to all employees on Extension 3671.

— REMINDER —

S&SP Payout changes due Nov. 1

Motor and Transformer S&SP participants are reminded that Nov. 1 is the deadline for making changes in the way their securities are to be paid out to them in January.

Inventory, continued from Page 1.

- The Major Appliance Business Group where complete structural changes in the business have led to

sharp share gains, increased return on sales and dramatically lower inventories. Automation investment,

teamwork, communication and an in-depth look at their business produced the results for Louisville.

"This is only the beginning," DeLong emphasized. "Improving inventory performance will be part of every employees' job in the years ahead."

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested
(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



GENERAL PERIODICALS
NON-CIRCULATING

General electric news

NOVEMBER 6, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 39

Deadline nears for '87 Vacation Banking

If you are eligible for GE's Vacation Banking arrangement in 1987, Dec. 1 is the deadline for you to decide whether or not to "bank" next year.

The deadline is usually Nov. 30. However, because that date falls on a Sunday, this year's deadline is the following Monday. Motor and Transformer employees who want to bank vacation time should return their enrollment form to Personnel Accounting, Building 18-1, no later than Monday, Dec. 1. ACSD employees should return their enrollment forms to Employee Relations.

Vacation Banking is explained in the Savings & Security Program section of the GE benefits booklets. You should read these booklets before making a decision.

Who's eligible?

You are eligible for Vacation Banking if you are entitled to more than three weeks of vacation. You usually can bank some or all of your vacation in excess of three weeks.

For example, if you're entitled to five weeks vacation next year, you

can bank as much as two weeks (10 days). If you have six weeks vacation, you can bank as much as three weeks (15 days).

When you "bank" days, you agree to give up the time off from work represented by those days and to work instead. In return, General Electric puts the gross pay for those banked vacation days into your personal Retirement Option Account in the form of S&SP securities of your choice - GE stock, S&S Mutual Fund units, Long Term Interest Fund units, or U.S. savings bonds.

For example, suppose your pay rate this Dec. 31 is \$500 a week and you had banked a week (five days) of your vacation eligibility. Besides getting paid in 1987 for the week worked, an additional \$500 would go into your Retirement Option Account. There would be no deductions from this \$500.

Paid twice

In effect, you're paid twice for the banked vacation - one check for working and one with the vacation pay going in to your ROA.

Your Vacation Banking investments - like all securities in the ROA - accumulate income over the years through either interest or dividends. You aren't taxed on any of those amounts until the account is paid out to you when you retire or otherwise leave GE's employment.

For certain reasons specified in the GE Savings & Security Program, you can withdraw money from your ROA while still actively at work.

Additional facts

Here are several more things you should understand about Vacation Banking before making your decision:

- It's not necessary to be a current participant in the Savings & Security Program to use Vacation Banking. If you don't have an S&S Retirement Option Account, one will be opened for you.

- Once you've made your decision regarding Vacation Banking for 1987, you can't change your mind after Dec. 1, 1986. Government regulations don't permit a change.

- If you banked vacation time in

1986, you still must indicate your decision for 1987. GE does not assume that you wish to do the same this year as you did last year. In order to bank any days in 1987, you must fill out and return an enrollment form.

- If you think you're eligible for Vacation Banking but haven't received an enrollment form by Nov. 12, ask your Employee Relations contact to check this for you.

- Shortly after you enroll for 1987 Vacation Banking, you'll receive a receipt acknowledging your decision and your investment choice.

Your Vacation Banking decision next fall (for the '88 vacation year) may be more difficult than this year's decision covering the '87 vacation year. That's because the new Tax Reform Act will require closer counting of all employee and company additions to savings and pension plans when measuring the limit that can be contributed in any year.

There'll be more information later on what additions can be made under the new federal tax law.

Why do you take advantage of Vacation Banking?



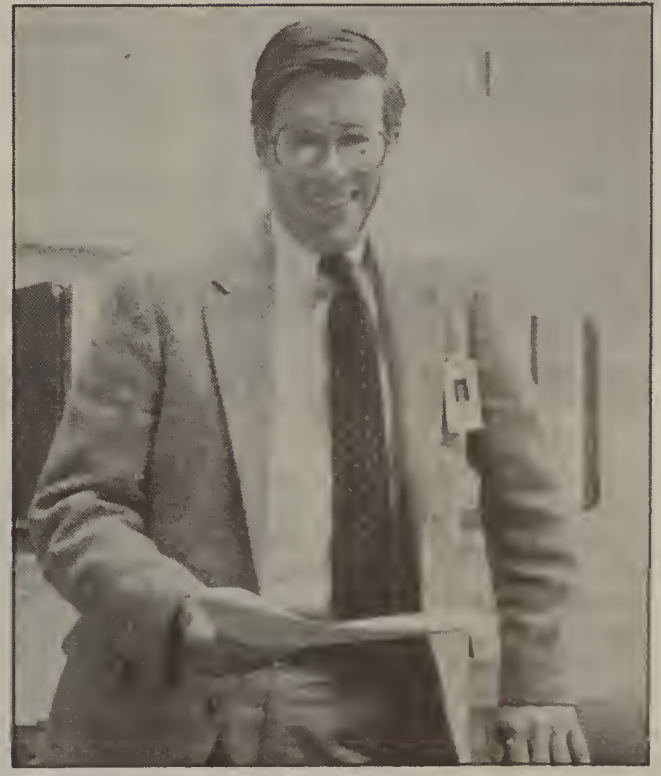
Helma Conrad
Purchasing secretary, Building 4-4.

I started banking part of my vacation some years back. It seemed I had more vacation time coming to me than I could afford to take. Vacation Banking is an excellent way of saving money for retirement.



Mike Mozzone
die repairman, Taylor Street.

I'm eligible for five weeks of vacation, but I don't need to take it all. We have two teenage boys and a little girl in school, and we just don't go that much. A guy my age can't count on what might happen to Social Security by the time I retire. Vacation Banking gives me a nice little nest egg.



John Elliott
manager-consumer aftermarket sales, Building 31-2.

It's nearly impossible for me to fit five weeks of vacation into my work schedule. Also, my teenage sons are very busy with baseball, swimming, tennis..., so we have a tough time planning a long vacation. It makes sense to bank the vacation time I don't use and get paid twice for it.

Historical Society offers variety of programs

Employees and pensioners who would like to contribute \$15 or more to the Allen County-Fort Wayne Historical Society may have their gift matched by the GE Foundation through its "More Gifts...More Givers" program. Forms are available through Gloria Smith, Building 18-3, and the ACSD Relations office.

The Allen County-Fort Wayne Historical Society more than doubled in size when it acquired administrative responsibilities of the Old Fort in December of 1985.

With the Fort, the Old City Hall Museum and a variety of publications and programs under its umbrella, the Society is one of the largest historical societies anywhere.

"We're very proud of our size and, more importantly, our ability to serve a broad public with so many programs," said Michael Hawfield, executive director. He noted that the Historical Society serves approximately 100,000 residents and tourists per year.

Many of the Society's patrons are children whose schools take them on field trips through the Museum and the Fort. The Museum tour is a standard part of the fourth-grade curriculum in the Fort Wayne schools.

The museum

In the Museum, patrons can explore artifacts which are grouped into such themes as:

- The growth and founding of the community from the Indians to the Civil War.
- Industrial Fort Wayne from 1870 to 1890.
- A profile of Fort Wayne traditions at the turn of the century.
- The ethnic heritage of Allen County.
- Early law enforcement.

General Electric motors and other products are on display in a gallery focusing on industry and technology

in 20th century Fort Wayne.

The Fort

The interpretive staff of the Old Fort is known as the "Fort Family." It is made up of more than 30 volunteers, paid staff and administrative personnel who strive to present an accurate picture of Fort Wayne on the 1816 Indiana frontier by portraying soldiers, civilians and Indians.

These people are given several kinds of training in preparation for assuming a character role. There is classroom work which introduces the basic historical facts and the principles of first-person interpretation. New staff members are paired with experienced staff members to make observations on the site. When the new staffer and the sponsor feel the time is right, the novice dons a costume and begins to bring the world of 1816 to life for the nearly 60,000 visitors who come to the Fort each year.

"It would be much easier to simply have tour guides," Hawfield said, "but that wouldn't be nearly as interesting for our visitors -especially the children. Entertainment is a fantastic teaching tool."

He said the realistic approach taken at the Fort sets it apart from most historical attractions in the U.S.

Budget

It takes a great deal of money to maintain the high level of services offered by the Society. Last year, the budget was \$425,000. Hawfield says a more appropriate budget would be \$500,000.

Gifts from local citizens are critical to the Society's operating budget.

Hawfield said, "We strongly depend contributions from the people in this community." He noted that a side benefit of citizens' contributions is that they are held up as examples of community support when the Society applies for large federal and state grants.



Betty Engstrom, Allen County-Fort Wayne Historical Society administrative assistant, poses inside a jail cell at the Old City Hall Museum on Berry Street. The jail is one of a variety of attractions at the museum.

Jim Martin named manager of union relations, communication

Jim Martin, formerly manager of professional and Technology Employee Relations, has been named manager of Union Relations and communication for the Motor Business. He is responsible for internal and external employee and business communication, Fort Wayne area union relations and Fort Wayne area media and community relations.

He replaces Bill McShain, who has been appointed Employee Relations manager for the Motor Manufacturing Department.

Martin began with GE in 1953 and has held Employee Relations positions in Bucyrus, Ohio; St. Louis; Warren, Ohio; Bangor, Maine; Kissimmee, Fla.; and DeKalb, Ill.



Martin

He is a native of Schenectady, N.Y., and a graduate of Rensselaer Polytechnic Institute with a B.S. in management engineering.

David Copperfield tickets available

Tickets to see David Copperfield at the Merrillville Holiday Star Theater are now being sold by the Elex Club. The show is Nov. 8 beginning at 7:30 p.m. Merrillville time (8:30 Fort Wayne

time).

Tickets cost \$16.95 each, and you do not have to be an Elex member to purchase them. Call Lois Fuhrmann on Ext. 2447.

Volunteer Fire Department requesting officer candidates

Anyone interested in running for an officer's position in the General Electric Volunteer Fire Department should call Judy Adams on Ext. 3366 by Nov. 14.

Voting for the officers will take place at the annual Christmas party Dec. 13. The party this year is being held at the Local 901 Union Hall.

Cocktail hour begins at 5 p.m., with dinner at 6 p.m.

Retirees wishing to make reservations to the VFD Christmas party should send a letter and \$5 to General Electric Co. c/o Judy Adams, Building 4-4, P.O. Box 2204, Fort Wayne IN 46801. The \$5 will be refunded at the party.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

GE NEWSLINE

GE beats Westinghouse to win Anheuser-Busch order

PLAINVILLE, Conn. - GE's Construction Equipment Business has scored another win over Westinghouse in the competition for orders for electrical equipment.

Anheuser-Busch's Eagle Snack subsidiary has ordered switchgear for a

factory being built near St. Louis. This equipment will be built in GE's switchgear Operation in Burlington, Iowa.

The Specialty Transformer and Power Supply operations in Fort Wayne are part of the Construction Equipment Business.

GE invests \$75 million in expansion of Indiana plant

MOUNT VERNON, Ind. - GE's Plastics Business Group has invested \$75 million in an Ultem® polyetherimide resin-manufacturing facility in Mount Vernon. The 26-acre integrated facility is the largest ever built for a high-performance engineering plastic.

The expansion of the Mount Vernon plant is needed to meet the growing demand for the new-generation, high-performance Ultem polymer. Ultem resin and its blends and alloys, which also are manufactured at the plant, have many industrial applications.

Huntsman Chemical forming venture

SELKIRK, N.Y. - GE's Plastics Business Group and Huntsman Chemical Corp. are forming General Electric-Huntsman Corp., a joint venture to manufacture polystyrene and modified polyphenylene oxide products. GE

and Huntsman, a company based in Salt Lake City, will be equal owners of the new \$60 million venture

A new facility is to be constructed in Selkirk. It's expected to be operating in early 1988.

Adlets

FOR SALE

DESK & SWVL CHAIR, \$40; 1 pr. adj. lamps, bge, \$20; elec. oven/broiler, \$25; waffle iron comb, \$10. 482-8919.

'77 MUSTANG, 6 cyl., 68,000 miles, great condition. 639-3697.

REFRIGERATOR/FREEZER, 20 cu. ft., 11 yrs. old, avoc., \$250, avail. aft. 11/15. 485-9593.

WATER BED, sgl, full motion matt., 1 yr. old, \$150. 432-3274.

ROPE BED, \$350; iron bed, \$50; baby bed, \$20. 489-9453.

HEATERS, 2:1, oil filled; 1 elec. panel. 744-6615.

ROCKING HORSE w-springs, \$20. 485-9203.

'79 JEEP CJ5, 4 whl drv, 6 cyl, 3 spd, mint cond. 749-0818.

SEWING CABINET FOR PORTABLE SEWING MACHINE, dwrs, mahog. 432-1367.

DRAFTING BOARD w-base, 27"x38", adjustable, \$25. 485-4524.

AKC SIBERIAN HUSKY PUPS, blue & bwn eyed, ready now. 485-3934.

AKC NORWEGIAN ELKHOUND PUPS, good watchdog. 637-3482.

STUDDER SNOW TIRES, P195/75R14, mtd Ford Gran. whl, used part of one season, \$75. 485-9708.

MICROFILM READER; antique clock; drapes, cheap. 422-9368.

BED & DRESSER, full size, \$65. 693-9534.

STAINLESS STEEL CANE w-armband, \$5. 747-5461.

SIMPLICITY ROTO-TILLER, 5 HP, good condition, reasonable. 489-5682.

'83 ROCKWOOD POP-UP CAMPER, mdl 1280, slps 8. 456-6676.

'85 FORD RANGER PICKUP, 4 spd w-OD, camper cap & step bumper, ex. gas mileage, \$6,150. 486-3466.

'85 MOBILE HOME & LOT, furn., reduced, negotiable, Zephyrhills, FL. 493-4726.

WHIRLPOOL UPRIGHT FREEZER, 16 cu. ft., 5 yrs. old, ex. cond., \$250. 447-1467.

TANNING BED, nvr used, has facial & stereo, aft. 5 p.m. 1-356-5267.

CRAFT SALE, Nov. 6, 7 & 8, 53 Skyline Drive, Holiday Lakes, Garrett.

MAYTAG WRINGER WASHER & TUBS. 744-5819.

COLONIAL SOFA & CHAIR, plaid, good condition, \$60 both. 428-3039.

ALUMINUM SLIDER WINDOW, 6'Wx4'H w-storms, \$35. 447-3436.

'77 FORD F250 SUPERCAB, auto, 63,000 miles, eves. 456-1471.

SONY STEREO RADIO RECORD & TAPE PLAYER, 2 spkrs, std. 483-6150.

'78 MALIBU, V6, sedan, 4 dr., 87,000 miles, \$1,500 or best offer. 493-2915.

FLOCKED CHRISTMAS TREE, w-std, 6', \$35; lights, \$2/strand. 745-9058.

'76 TOYOTA, 4 dr., manual 4 spd, good cond., one owner. 432-7153.

'76 OLDS STA. WGN., 9 pass, hitch, ex. cond., \$1,200, aft. 7 p.m. 432-0856.

DOUBLEWIDE MOBILE HOME, 24'x56', Florida, cen. H&A, scrn rm, 3 bdrms, 2 baths, carpt & shed, much more, ret. pk, \$31,500. 1-904-326-8491.

'73 OLDS, needs work, \$75; used plywood, 1/8", 4x8, \$3/sht; 10 gal. wine bbl, spigot & std, \$35. 432-2948.

SCM ELECTRIC ADDING MACHINE, \$15. 447-4066.

ANTIQUES: walnut dresser/mirror; oak buffet; pot belly stove. 632-4733.

COUCH, SOFA, TABLES, \$450, ex. cond; antq desk, \$130; bedrm ste, 3 pc., \$200. 424-2973.

WARDS DISHWASHER, prtbl, wht, 4 yrs. old, \$115. 747-1315.

'69 LINCOLN CONT. MARK III, blk, ex. cond., no rust; '77 Honda Accord, repair or parts. 489-3844.

TRAILERS, 2: 5'x10' car hauler, stl, \$325; 4'x7' flat tilt, \$235. 426-2631.

BEDSPREAD, qn size, reversible, woven pk & grn, 4 pr. mtchg drapes, dry cleaned, will sell separately, \$30/each unit. 747-4207.

B&D CIRCULAR SAW, like new, \$25. 456-2606.

LOWREY ELECTRIC ORGAN, recently serviced. 456-2606.

LADY'S SNOWMOBILE OR SKI SUIT, sz. 7, \$35; TRS-80 computer, cass., spd sht program, \$80. 485-6974.

KITCHEN CABINETS, ctrtop, range, oven, good cond. 639-3244.

CEMETERY LOTS, 2, Greenlawn, \$400 ea, eves. 483-1597.

FIREWOOD, seasoned 2 yrs. 693-6328.

TANNING & EXERCISE TABLES. 745-5357.

CHAIRS RECANED, reasonable, Christmas gift. 623-3593.

HOUSECLEANING, Mon-Sat. 486-4856.

WANTED

23 CHANNEL CB RADIO. Interested in selling your car? 484-9335.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SLIDE PROJECTOR, good cond., reasonable. 749-2408.

SECURE, ACCESSIBLE GARAGE SPACE, for 2 automobiles. 434-5449.

SERVICE

LIVE MUSIC FOR WEDDINGS, parties, any occasion. 432-9397.

CUSTOM WOODWORKING, toys for Christmas. 638-4752.

CONCRETE CONSTRUCTION, basement wall/floor repair. 456-1187.

COMPUTER SERVICE - resumes, bulletins, letters, etc. 422-9720.

SWEETCAKES THE MAGIC CLOWN SHOW, Christmas shows, all ages. 745-1545.

VIDEO TAPING, any occasion, specializing in weddings; prof. DJ for weddings, parties, etc. 447-4447.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Elex calendar

November:

8 Watertower Shopping - David Copperfield.

10 Anniversary Tea, 2-5:00 p.m., no charge, GE Club.

10 Bingo Supper, GE Club, 4:45 p.m., \$4.75, deadline, Oct. 31.

12 Pen-El Social, 11:30 a.m., Bethany Church.

12 Paint Class, 6 p.m., 18-1 Conf. Rm.

12 Past Presidents Meeting, 5:30 p.m., Ted Gouloff's.

13 Second Shift Board Meeting, 12 Noon, Elex Office.

15 Auditorium Sale, 9-3:00 p.m., GE Club.

18 Partizan Tea, 12 Noon, Salem United Church.

18 Executive Board Meeting, 4:45 p.m., Elex Office.

18 Executive Committee Meeting, 7:30 p.m.

19 El-Par Pot luck, 11:30 a.m., Grabill Barn.

20 Beauty Bonanza Luncheon, 11:30 a.m., Sheraton Inn, \$5.50, deadline, Nov. 3.

21 Quintus Social, 12 Noon, Ted Gouloff's.

24 Honorettes Social, 1 p.m., Salem United Church.

29 Chicago train trip.

December:

1 Partizan Board Meeting, 11:30 a.m., Alexanders

3 Paint Class, 6 p.m., 18-1 Conf. Rm.

4 Candy making class, 6 p.m., Country Kitchen

6 Chicago train trip.

7 Christmas Program, 2 p.m., GE Club, \$2

8 Honorettes Social, 12 Noon, Salem United Church.

9 Partizan Luncheon, 12 Noon, Lesters.

9 Candy making class, 6 p.m., Country Kitchen.

10 Pen-El Christmas party and installation, 11:30 a.m., Ramada Inn.

13 Chicago train trip.

15 Secret Pal Christmas party.

17 El-Par Christmas party.

19 Quintus Social, 12 Noon, Hall's Guest-house.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____ City _____
Address _____ Bldg. _____
Home Phone _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

'ACE' Awards for vocational students added to 'STAR' Program for GE children

A new scholarship award program for sons and daughters of General Electric employees who plan to attend post-secondary vocational and technical schools will be offered in 1987 by the GE Foundation, Inc.

This Award for Career Education (ACE) Program will complement the GE Foundation Student and Teacher Achievement and Recognition (STAR) Program, which will now be targeted solely for sons and daughters of GE people planning to attend four-year colleges and universities.

100 'ACE' awards

Students interested in two- or three-year community colleges or vocational schools were previously eligible for awards under the "STAR" Program.

However, the "ACE" Program enables the Foundation to better meet the needs of this growing population of worthy students. Up to 100 awards each year (in the United States and Canada) are available.

Because of the lower cost associated with shorter vocational and technical school training, the amount of the "ACE" award will be \$500, compared to the \$1,000 "STAR" award. The grant to each winner's high school will be \$250 instead of \$500 under the "STAR" program. All other program procedures will be the same, and winners in both programs will be selected by the Citizens Scholarship Foundation of America (CSFA).

"STAR" applicants must be seniors in public, private or parochial high schools planning to enroll in a full-

time undergraduate course of study at an accredited four-year college or university. "ACE" applicants must be high-school seniors or graduates of less than one year who plan to enroll in a full-time course of study at an accredited post-secondary two- or three-year community college, junior college, hospital school of nursing, vocational, trade or technical school.

Dependent children of full-time employees, children of those who retired directly from GE or its majority-owned domestic affiliates (plus the Canadian General Electric Company), are eligible to compete in either program. Also eligible are dependent children of full-time employees absent with protected service, as well as children of employees who died while in active service with GE, or after

retiring directly from the company.

Jan. 15 deadline

The deadline for submitting applications to CSFA is Jan. 15, 1987. All entrants will be notified by CSFA of the results of the competitions on or about April 15. The maximum number of winners in each program will be 100; the actual number will depend on the number of qualified applications. Winners in both programs must use their awards toward their educational expenses during their first year of post-secondary training.

Brochures, which include application forms and complete details of both programs, will be available within the next couple of weeks.

Employees reminded of vision care procedures

Employees, pensioners under age 65 and their eligible covered dependents are reminded that vision care benefits are available under GE's Comprehensive Medical Expense Insurance.

Expenses covered are those which are related to eye examinations for eyeglass fittings and for the purchase of lenses and frames.

Employees eligible for the vision care benefits should use a special claim form, not the form used for regular medical expense claims.

Connecticut General processes all claims for vision care benefits. These benefits are part of the Comprehensive Medical Expense Insurance as Type "C" expenses.

Medical expenses for eye conditions related to injuries, illness or surgery are covered as Type A-1, A-2 or B expenses under the Comprehensive Medical Expense Insurance. The regular claim form for Comprehensive Medical Expense Insurance should be used for these conditions.

Claim-filing procedure

Green-colored claim forms must be used when applying for vision care benefits.

To receive vision care benefits, employees should:

- Take the green vision care form with them when they go for an eye examination.

- Fill out the front side and ask the ophthalmologist, optometrist or optician to complete the applicable section on the back of the form.

- Be certain the completed form is mailed to Connecticut General at the address shown on the form.

Connecticut General has toll-free numbers to call for employees who have questions about their claims.

The numbers are listed on the claim form.

Should shop around

Once every 24 months, there is coverage of up to \$25 for eye examinations for eyeglass fitting and for the purchase of lenses and frames.

The plan pays up to \$25 for single-vision lenses, \$40 for bifocals, \$55 for trifocals and \$80 for lenticular lenses. The maximum benefit for frames is \$30, and the Plan will pay up to \$75 for contact lenses.

"Because the Plan has established maximum amounts to be paid for vision care, it is in the employee's best interest to shop around for the best possible price and quality," said Homer Jennings, manager of benefits.

No deductible

There is no deductible applied to the vision care benefits. Nor are vision care expenses beyond those paid as benefits counted toward the Comprehensive Medical Expense Insurance Plan's \$1,000 annual out-of-pocket provision. However, any benefits paid for vision care expenses count toward the \$500,000 lifetime maximum benefits provided by the plan for each covered individual.

Valuable part of Plan

"Vision care benefits are a valuable part of the GE job package," Jennings said. "By helping reduce the cost to GE employees of eye examinations and glasses, the benefits provide incentive to have one's vision checked periodically. Proper glasses can be important to an individual's well-being."



Sandra Herbold and Lois Neloms purchased decorated pumpkins in an auction last week to help raise money for the United Way.

Going...Going...Sold!

Sandra Herbold and Lois Neloms attended the United Way Victory Dinner last week and walked away carrying two decorated pumpkins.

The pumpkins were auctioned off to raise funds for the United Way. Herbold, ACSD Relations Representative, and Neloms, employment manager, paid a total of \$55 for the pumpkins.

Neloms explained that the pumpkins had been donated by a local grocery store and were decorated by volunteers. Lincoln National Life Insurance Company matched the money raised in the auction. With the matching, the auction raised an additional

\$1,400 for the United Way and its agencies.

"The money went for a good cause and we had a lot of fun in the process," Herbold said.

The purpose of the Victory Dinner is to report results of the annual United Way fund-raising campaign. Major firms in the area, such as GE, Magnavox and General Motors, contributed \$3,877,705, which was nearly 102% of goal. In all, the United Way finished nearly 103% of goal in this year's campaign, raising nearly \$5,045,682.

GE Club Christmas Party cancelled

There will not be a GE Club Christmas Party this year as in the past. The GE Club Board agreed that the Christmas Party - although attended and

enjoyed by some - has had declining attendance by GE employees, their children and pensioners in recent years.



GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

NOVEMBER 13, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 40

Customer Service Operation top in motor industry

Providing better-than-the-best service to customers requires people with endless commitment. That, says Frank Kurung, is exactly what he has seen from his employees in the Customer Service Operation since its beginning this year.

"As anyone would expect, establishing an organization of this magnitude hasn't been easy. Our people have undergone a lot of adjustments and training and have experienced stumbling blocks along the way. Through all, they have maintained an intense customer focus, and I believe this focus has gotten stronger over the past months," Kurung stated.

He said the Motor Business is the customer service forerunner in the motor industry and the General Electric Company.

"Numerous customers have stated their approval of our customer service concept. One customer, for example, stated, 'no other competitor comes close to you.'"

The Motor Business is the only component in the Company that has moved all of its customer service elements into one organization. Other components have some of the pieces but not the whole.

Seven sub-sections

The Customer Service Operation is made up of seven sub-sections. They are:

- **Customer Scheduling and Inventory.** Under the direction of Roger L. Miller, this sub-section is responsible for scheduling distribution motors and renewal parts, as well as off-shore plants and sourced products. They provide the interface between sales



(clockwise from left) Customer Service Telesales Specialists Linda Fritz, Karen Prosser, Lou Brooks and Judy Glover work with customers over the telephone.

and manufacturing and the coordination of customers/plant schedules and inventory stocking programs.

- **Customer Application and Order Service.** Headed by Mark Cooke, this organization is the prime customer source of information about motors in the world. With one telephone call, customers reach a telesales specialist who is able to handle inside sales support, order entry, expediting, application assistance, product service and a variety of other functions.

- **Customer Service Support.** Under the direction of John Earlywine, Customer Service Support's objective is to enhance existing programs and develop new programs which will help people in the Customer Service Operation more efficiently

and effectively satisfy customers' needs.

- **Physical Distribution.** Managed by Bill Roberson, this unit is responsible for transportation and warehousing for the Motor Business. In other words, this operation picks up motors at the factory door, delivers them to the customer's door and handles everything in-between.

- **After Sales Service.** Gregg Goodner heads up this function. It's considered the "customer's advocate for quality." It serves as interface between the Motor Business and the customer when a quality or service issue arises. Product-service functions are included in this sub-section.

- **Manufacturing Integration Programs.** Gary Sykes is handling several integration projects related to old

multi-functional department structures and the new functional organization concept.

- **Customer Accounting.** Lou Blankenship is in charge of this sub-section which has dotted-line responsibility to Kurung. Tying this important function to the Customer Service Operation puts the understanding for correct pricing and billing closer to those responsible for handling customer orders.

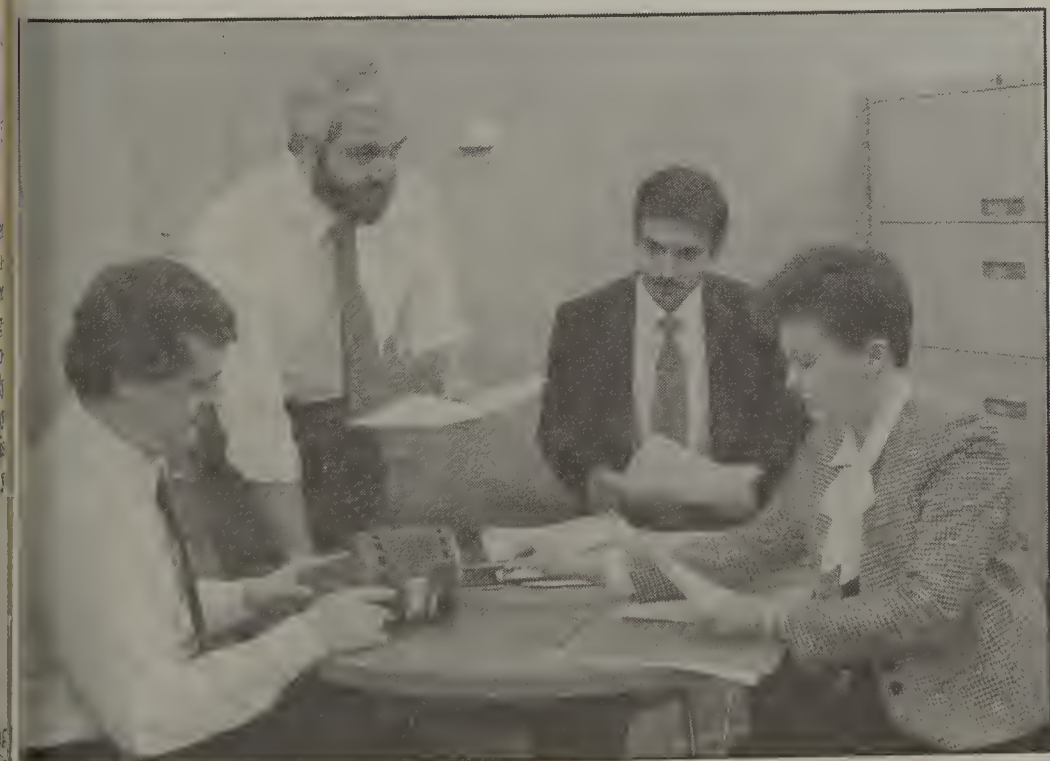
"Combining all of these functions under one management organization enables us to focus the entire customer service effort on the 'one phone call' premise. With one call the customer can order, expedite and/or receive any information he needs, knowing that a backup support network is readily available.

Kurung reported that the operation is progressing according to plan. "Other than some adjustments to our systems and telephones, we're moving along quite well. We're farther ahead on our learning curve than I had imagined we would be at this time."

For the remainder of 1986 and into 1987, Kurung said the operation will be fine tuned. "Now it's a matter of working out the bugs."

He stressed that customer service is everyone's responsibility.

"We have made tremendous strides in the Customer Service Operation that have definitely enhanced our competitiveness overall. However, it is important that everyone realizes that they are part of the Customer Service network. When anyone in the Motor Business gives their personal best to their job, they are doing their part to serve customers."



(from left) Customer Service Technical Support personnel Lee Martin, Gene Bissell, Nassar Lukmani and Holly DeLong consult on a motor application.



(from left) Customer Service Central Sales Support employees Penny Berger, Lori Zurbach and Carol Moore place orders to a factory.

Elex celebrates 70 years of community service

by Lois Fuhrmann, Elex president

Elex facts

- Founded, Nov. 6, 1916.
- Club motto, "United We Build."
- Club colors, Navy blue and pink.
- Club flower, Pink rose.
- Club founder, Mr. E.A. (Daddy) Barnes.

Presidents

- First President, Minna Blue.
- 25-year president, Eva Lynn Tucker.
- 50-year president, Helen Deahl.
- 70-year president, Lois Fuhrmann.

Club advisors

- Irene Meyers, 1933-1955 (Irene earned the prestigious GE Coffin Award for her outstanding dedication and achievements for women in industry.)
- Roqua Shideler, 1955-1973.
- Lorine Peters, 1973-1985.

Elex "firsts"

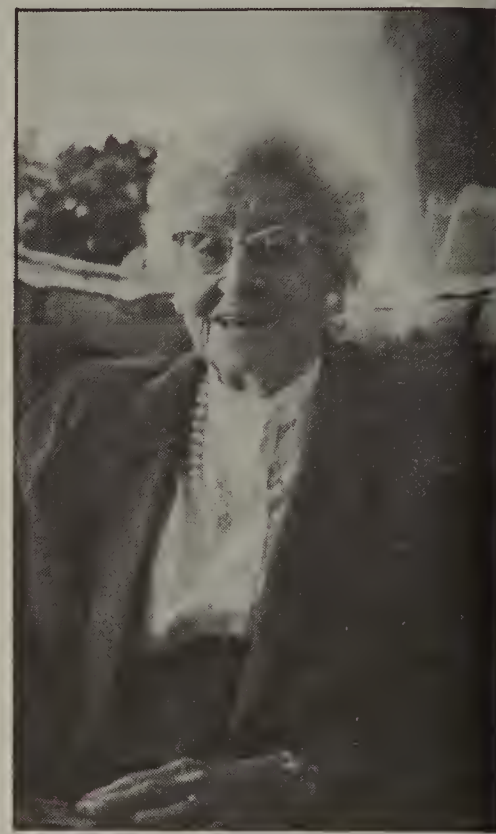
- First charitable contribution, \$450 to the Day Nursery, 1921.
- First long tour, Niagara Falls via railroad, 1935.
- First time membership over 3,000, 1943.
- First retirees chapter formed, Partizan, 1947.
- First Midwest GE Women's Convention, 1949.
- First Honorary Lifetime Membership, December, 1949.

Coat of Arms

The Coat of Arms (below) has served as the Elex emblem throughout the years. It bears the club motto, "United We Build." Elex's standard of service and character building has placed it foremost among women's industrial organizations.



The name "Elex" was first used before 1916 by the GE women's basketball team. After the team disbanded, some of its former members decided to start a women's club by the same name. The team members are (front from left) Goldie Hassinger Shambaugh, Sophia Renken Fuhrman, (center from left) Edith Lee Rayl, Nina Rose Offerle Thomas, Emil Fuhrman (manager), Florence Renken, Thelma Campbell, (back row) Joy Elder Bohde Goodrich, Velma Renken, Flossie Ehrhart Davis, Bertha Buecker Murly, Faith Small Hake and Harriet Droege-meyer. At right, Flossie Davis, 91, is the only surviving charter member of the Elex Club.



Originated from basketball team

The name Elex - latin for "electric" - was used by the GE Girls Basketball team. In 1916, the team was disbanded, and part of the team members approached E.A. Barnes, general superintendent of the Fort Wayne Works, about starting a GE women's club.

Barnes approved the idea, and the

original 14 women began forming the Elex Club. They held a membership drive which attracted 60 members.

This first group of Elex members became a segment of the YWCA's Federation of Industrial Women's Clubs. The club met at the YWCA until a club room was made available

in Building 16-2 in February, 1918.

The purpose of the Elex Club remains today as it was then - to promote recreational, social, service and educational activities among its members and to foster the spirit of friendliness and goodwill among all employees of the General Electric Company.



Elex member Justine Coudret visits residents of a nursing home. In 1984, Elex received GE's prestigious Phillippe Award for outstanding community service.



Ann Day, Elex first vice president, and Lois Fuhrmann, president, pose with a "Cash for Cards" poster. Cash for Cards is an Elex program designed to raise money for GE families who are needy.

Elex today: a totally volunteer effort

Today, the Elex Club is a volunteer organization made up more than 1,500 members. Around 680 of the members are active employees, and the rest are retired. More than 70% of all Fort Wayne GE women employees belong to Elex. There are 17 male members as well.

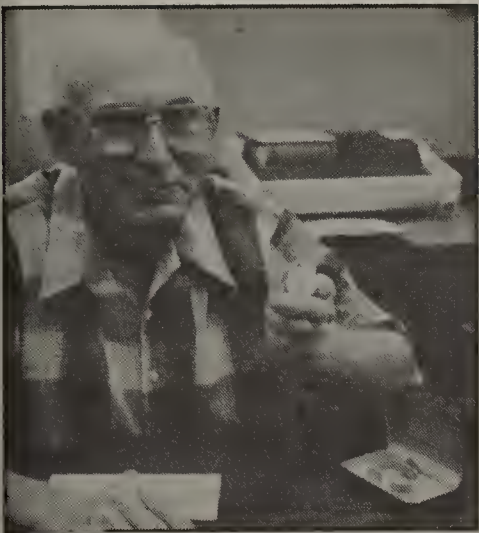
There are also five individual chapters of Elex made up of retired members. These are: Partizan, El-Par, Pen-El, Honorettes and Quintus. The chapters hold their own programs

in addition to their participation in Elex.

Social functions - Elex holds monthly programs for first and second shifts, educational classes, one-day trips, and Vacation Shutdown trips. The club sponsors "Bosses Night," and supports the annual GE Midwest Women's Convention, which consists of eight women's clubs from various GE locations. Elex will take its turn at hosting the convention in Fort Wayne in 1989.

Service work - Monthly, groups of Elex and chapter members visit hospitals, nursing homes and health centers. Groups of members sew cancer pads and do other service work for hospitals.

Charities - Elex's "Cash for Cards" program brings in about \$2,000 a year to help GE families who are needy. The club and the chapters make contributions to help various charitable organizations in Fort Wayne and take part in the annual GE Food Drive for the Associated Churches.



Howard Stephen celebrates 45 years

Howard Stephen, machinist at Broadway, recently celebrated his 45th anniversary with General Electric. He was presented with a gold watch.

Phone modification to affect 'Dial Comm'

An effort is underway to integrate GE and RCA telephone systems, according to Tom Jones, Fort Wayne telecommunications manager. As part of this effort, some 240 DIAL COMM prefixes company wide will be changed. Jones said a directory listing these changes will be distributed soon. It has not yet been determined if the Fort Wayne DIAL COMM "380" prefix will be affected.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction -Paul Christlieb, Darrell Resler.

Adlets

FOR SALE

UR CAPE, blonde, good cond., \$200. 485-0102.
VATER BED, sgl, full motion matt., \$150. 432-3274.
JOWLING BALLS - AMF 16 lbs. & Brunswick 15 lbs., \$10 ea. 456-6278.

GE Club December

- 2 Pensioners Euchre Club 12:45-3:30 p.m.
- 3 Golden Squares 12:30-3:00 p.m.
- 5 Beginning Square Dance Class 7:00-11:00 p.m.
- 7 Elex Christmas Program
- 9 Pensioners Dinner 11:30-3:00 p.m.
- 13 Free Bingo - Employees & Pensioners 7:30- 9:30 p.m.
- 17 Golden Squares 12:30-3:00 p.m.
- 19 Beginning Square Dance 7:00-11:00 p.m.
- 20 Whizzers Square Dance 7:00-11:00 p.m.
- 25 MERRY CHRISTMAS

GE CLUB - FREE BINGO

Dec. 13 7:30 p.m.-9:30 p.m.
EMPLOYEES & PENSIONERS

Elex calendar

NOVEMBER:

- 15 Auditorium Sale, 9-3:00 p.m., GE Club.
- 18 Partizan Tea, 12 Noon, Salem United Church.
- 18 Executive Board Meeting, 4:45 p.m., Elex Office.
- 18 Executive Committee Meeting, 7:30 p.m.
- 19 El-Par Pot luck, 11:30 a.m., Grabill Barn.
- 20 Beauty Bonanza Luncheon, 11:30 a.m., Sheraton Inn, \$5.50, deadline, Nov. 3.
- 21 Quintus Social, 12 Noon, Ted Gouloff's.
- 24 Honorettes Social, 1 p.m., Salem United Church.
- 29 Chicago train trip.

DECEMBER:

- 1 Partizan Board Meeting, 11:30 a.m., Alexanders
- 3 Paint Class, 6 p.m., 18-1 Conf. Rm.
- 4 Candy making class, 6 p.m., Country Kitchen
- 6 Chicago train trip.
- 7 Christmas Program, 2 p.m., GE Club, \$2.50
- 8 Honorettes Social, 12 Noon, Salem United Church.
- 9 Partizan Luncheon, 12 Noon, Lesters.
- 9 Candy making class, 6 p.m., Country Kitchen.
- 10 Pen-El Christmas party and installation, 11:30 a.m., Ramada Inn.
- 13 Chicago train trip.
- 15 Secret Pal Christmas party.
- 17 El-Par Christmas party.
- 19 Quintus Social, 12 Noon, Hall's Guest-house.

YAMAHA ELECTRIC KEYBOARD, 12 rhythms, 12 instruments plus stereo sound. 483-2984.
'84 CJ-7 JEEP, new top, low mileage, ex. condition. 493-1240.
GE 30 PT. DEHUMIDIFIER, ex. condition, 3 yrs. old, hardly used, \$150. 749-8445.
GOODRICH LIFESAVER TIRES, 2, stl bltd, \$10 both. 483-4889.
WURLITZER PIANO, ex. condition, pecan. 484-6756.
APPLE II= COMPUTER, 64K, IDD, Monitor, \$600; Micromodem IIe, \$85, Grappler printer card, \$60. 447-5052.
STEREO w-AM-FM radio, solid wood cabinet; Lowery organ, dual keybd, ex. cond. 749-5375.
PIANO, ex. condition, aft. 5:30 p.m. 1-691-3487.
SNOW TIRES, 2, HR78x14 on Ford rims, \$55. 485-9203.
TWEED COAT, blk & wht, \$45; stl blt radial tires, 75R14, new, \$40. 485-1709.
AIR COMPRESSOR, Campbell-Hausfeld, 1 HP, \$195. 637-5488.
PING PONG TABLE, \$25. 447-5431.
'69 LINCOLN CONT. MARK III, blk, ex. cond., no rust; '77 Honda Accord, repair or parts. 489-3844.
'80 EVERETT CONSOLE PIANO, \$1,275; '85 Schwinn Pred. dirt bike, \$95; '83 Honda 200, 3 whlr, \$650. 432-7927.
AKC NORWEGIAN ELKHOUND PUPS, good watchdogs, \$40. 637-3482.
REFRIGERATOR, 16 cu. ft., & gas stove, gld, Kenmore, both for \$275. 436-1795.
GE 40" STOVE, 32 yrs. old, \$50. 483-2873.
BUSINESS TYPE DESK, 5 dwrs, \$150; stl carts, 2, 3'x5'x6', \$150/pr. 423-4651.
MOTHER EARTH NEWS, back issues, \$1.25 ea. 749-9320.
SNOW TIRES, 2, 13"; Chevette bucket seats, 2. 745-7878.
16" RIMS FOR DODGE PICKUP, 4, new, 8 bolt; Dodge Bright deluxe whl covers, 4, new, for 16" whls. 622-7257.
END TABLE LAMPS, good condition, 41" tall, \$50 both. 1-357-4034.
BOYS WINTER COATS, sz. 8, \$3 & \$12. 432-8644.

Feel good again

Problems don't solve themselves.
Ask for help from your Employee Assistance Program.

In memory

Eva M. Racine, 4001 Hiawatha Blvd., died Oct. 22. She retired from GE in 1946.
Erven C. Huth, 1913 Brown, died Oct. 30. He retired from GE in 1972.
Emma E. Phillips, Bluffton, died Nov. 5. She retired from GE in 1968.

FOR RENT

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly, avail. now-Dec. 485-4264.

SERVICE

CONTINUOUS GUTTER & SIDING, free estimate. 627-2429.
CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.
LIVE MUSIC for weddings, parties, any occasion. 432-9397.
PROFESSIONAL DJ for wedding receptions, all occasions. 447-4447.

Bowling scores

GE Office - 9/29	
Emmitt Smith	214
Al Wasson	211
Small Motor - 10/1	
Gary Ansberry	245
Bill Franklin	235
Dave Knepple	214
Ken Isenbarger	211
GE Office - 10/6	
Dave Knepple	235
Emmitt Smith	221
Gary Pickett	224
Don Hitzeman	211
John Hunnicutt	211
Jim Raishart	211
GE Office - 10/13	
Gil Baker	253
Jay Miller	243
Bernard Reuille	236
Walt Hein	215
George Wirges	210
GE Office - 10/27	
Charles Palmer	241
Jim Raishart	232
Ed Fischer	226

CUSTOM WOODWORKING, toys for Christmas. 638-4752.

WANTED

OLD LAWNMOWER OR BIKE, for \$5, aft. 10 a.m. 744-6083.

FREE

WOOL COATS, 3, blk, grey, red, good for rug making. 432-2734.
LARGE WOOD WORKBENCH. 432-0914.

Dick Alfeld	223
Joe Bryie	211
Keith Johnson	210
Small Motor - 10/29	
Gary Ansberry	626 (236)
Al Engel	223
D. Thatcher	214
Bob Stute	212
Vern Doehrman	210
Apparatus League - 10/29	
Ken Fosnaugh	224
Mike Lipp	218/211
Jesse Parrish	212
Steve Scherer	210
GE Office - 11/3	
Bob Stano	604 (235)
Cody Falk	224
Carl Cetker	217
Emmitt Smith	214
Don Neuhaus	210
Small Motor - 11/5	
Dave Knepple	212
Ken Isenbarger	211
Larry Franck	211
Keith Scherer	210

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
The item(s) referred to in this ad are in no way connected with any business venture.
Signature _____

What to do when severe weather strikes

This year's first snow didn't amount to much, but it did indicate that it's not too soon to prepare for winter weather and hazardous road conditions.

The **Farmer's Almanac** predicts a mild winter this year, but Jay Walker, weather forecaster for WPTA Channel 21, thinks it will be a bad one.

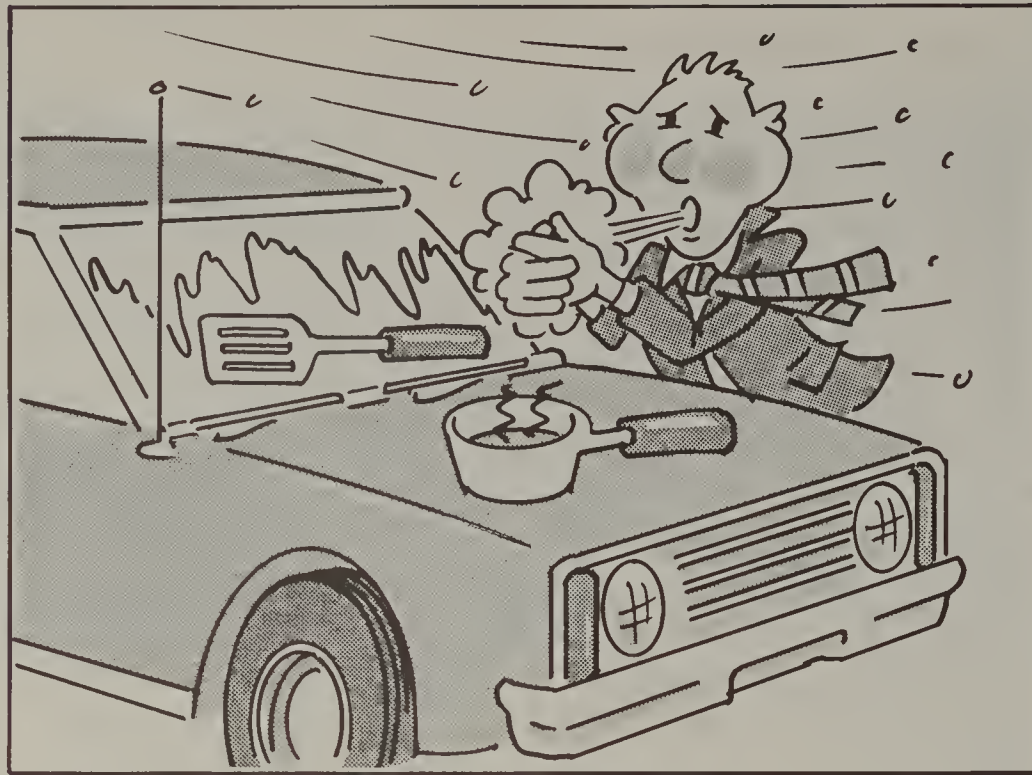
"I have a gut feeling," he said. "Once winter gets going I think we'll see a lot of snow."

Employees should be aware of the Fort Wayne GE severe weather policy and should know which radio and television stations to tune in for information about GE production changes.

Normally, GE employees are expected to work on days when it's snowing, but emergency action may be necessary when abnormally severe conditions occur.

Here's what to do if severe weather strikes:

- **Motor and Transformer production employees** - When a significant number of these employees are unable to report to work, normal production operations cannot take place. In this case, the message will be released to radio and TV stations that "Fort Wayne GE production workers



should not report." If there is no such announcement, production employees will be expected to report at the beginning of their regular shift.

- **Wire Mill and ACSD employees**

- The Wire mill, which is a continuous-shift operation, and the Aerospace Controls Systems Department will continue production operations during weather emergencies. Employees

will be expected to report to work if they can do so safely.

- **Other hourly employees** - Certain hourly work, such as tool room and maintenance work, can take place even when production operations are suspended. Employees in these classifications will be advised by their supervisors that they should report to work, if they can do so safely.

- **Update telephone numbers** - All employees are encouraged to inform their supervisors of any changes in their telephone numbers in case such weather emergencies occur.

- **Salaried employees** - Since production shutdowns seldom prevent salaried personnel from performing their work, they are expected to report if they can do so safely - even when it is announced that production workers should not report.

- **Tune in** - AM radio stations asked to make GE weather-related announcements include: WOWO 1190, WQHK 1380, and WGL 1250. FM stations are WMEE 97.3 and WEZV 102. GE announcements also go to television stations WPTA Channel 21, WKJG Channel 33 and WANE Channel 15.

LM&G to discontinue production of Phoenix motor

The Large Motor and Generator Department (LM&G) in Schenectady, New York, will end production of its Phoenix-line medium AC motor during 1987, announced David Genever-Watling, Motor Business vice president, last week.

At the same time, the department will cease other Schenectady manufacturing and support operations for which it has responsibility, including its wire mill.

GE will continue to serve the medium

AC motor market with alternate products made at other GE plants.

This decision will affect approximately 800 Schenectady employees.

"As tough as the decision was, it had to be made to reduce manufacturing capacity in the Motor Business," Genever-Watling said.

"Improving capacity utilization will improve our ability to compete."

He explained that GE is ending Phoenix motor production because of depressed market conditions. "GE -

like other manufacturers - has significant unused capacity in the medium AC motor business. The overcapacity situation has caused a sharp drop in prices, with current offerings being made at a 1979 price level. The market situation shows no sign of improving, and this has led to the decision to terminate operations.

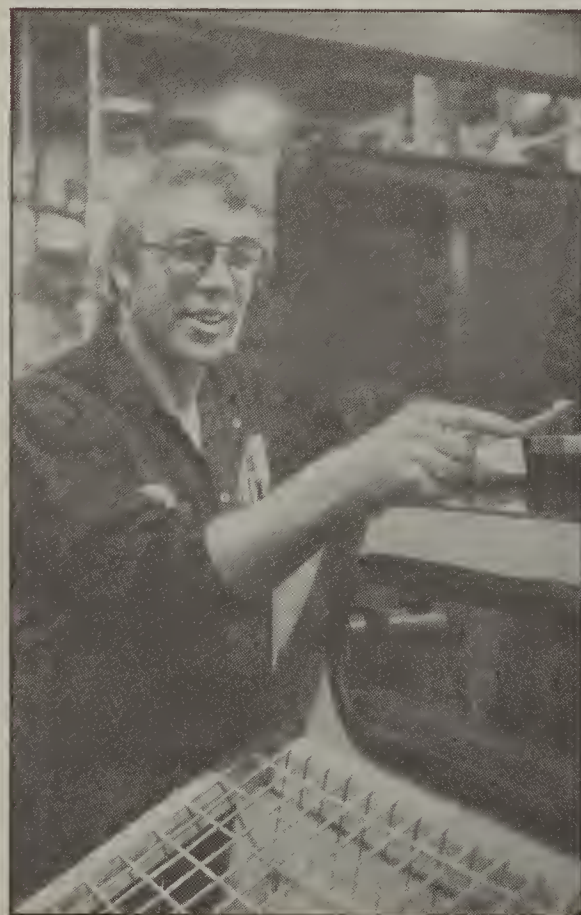
"The efforts of LM&G employees have been outstanding. It's unfortunate that, despite the programs, expenditures and work of our people,

we're left with no satisfactory alternative except to end Phoenix motor production."

LM&G employees will be eligible for a wide array of benefits, including GE's Layoff Benefit and Job & Income Security plans. Many will be eligible for regular or early optional retirement under provisions of the GE Pension Plan.

The action taken in Schenectady does not affect Component Motor Operation employees, including those in Fort Wayne.

Employees receive suggestion awards



(right) Jim Melcher, group leader, Building 4-2, and Marlin Leininger, electrician, recently shared a suggestion award of \$536 for their idea which reduced scrap on a coil winder. (left) Dave Fate, maintenance machinist at Taylor Street, received \$147 for his suggestion to reinforce a spool backplate. Tom McGinnis, not pictured, received an award of \$131 for his idea to replace an oven controller.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



GENERAL PERIODICALS
NON-CIRCULATING

General

News

NOVEMBER 20, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 41

First revision in 30 years

Exempt pay to be tied to business results

David Genever-Watling, Motor Business vice president and general manager, announced last week that there will be a new compensation plan for exempt employees in 1987. This new system will begin to tie exempt-salaried employees' pay to Motor Business operating results. In this article, John Hofmeister, Motor Relations manager, explains the nature of the new approach.

GE NEWS: Why are we changing the way we pay exempt salaries? Is our current system a bad one?

HOFMEISTER: Our current system served us well over the past 30 years. It was a good system for employees and the business during those times.

However, our markets - and there-

fore our business - have changed, and that causes us to take a different approach to salaries. Our revised exempt compensation system will complement our overall business strategy while providing equity and fairness to exempt employees. It is intended to motivate and reward employees while adjusting the costs of compensation to be appropriate in today's cost-driven marketplace. Under our new system employees will have the opportunity to share in the success of the business.

to assure that they understand the new system.

* * *

GE NEWS: What are the actual changes being planned?

HOFMEISTER: As David's announcement noted, we are first of all maintaining employees' current compensation. Secondly, we have asked the general managers and section managers to recommend employees who should receive consideration for increases next year. These recommendations will be based on the criticality of the employee's skills, their performance and their salary history.

Next year, the number of employees receiving increases which provide penetration improvement will be limited. This is consistent with the fact that position rates for exempt position levels have remained the same for the third year in a row. Finally, if the business exceeds certain operating results, all exempt employees, based on performance, could receive a lump-sum payment - in other words, a bonus for their contributions to our overall success.

* * *

GE NEWS: Will the new system improve our cost-competitiveness?

HOFMEISTER: Yes it will. Because bonuses will be tied directly to our business performance, the more cost-competitive we become, the more opportunity there is for bonuses. The reason for that is that we must continuously address the cost realities of a flat market and price erosion brought on by our competitors. Consequently, as competitive pressures increase, we must assure that our costs of doing business are realistic in our business environment. At the same time, we recognize that we must pay competitive salaries for our talented professionals so we can motivate and retain their services. We will continue to do so.

* * *

GE NEWS: Can you give us more details of this new system?

HOFMEISTER: We are still developing specifics, such as criteria for the bonuses. But I can assure you that you will be fully informed as details unfold - particularly specifics about the tie between individual performance and sharing in the total business success.

GE NEWS: What do you mean by "sharing in the success of the business?"

HOFMEISTER: There will be a "reward pool" made up of a portion of operating margin exceeding our targeted business plan for the year. From that pool, lump-sum payments will be made to exempt employees at the end of the year, based on their individual performance rating from their appraisal. This system will challenge and motivate our employees to achieve improved business results. Individuals will be rewarded for attaining goals that have benefits for the total business.

* * *

GE NEWS: How will employee performance appraisals be used to determine pay rewards? The current system varies by function and seems inconsistently applied.

HOFMEISTER: We have to establish and implement a new performance measurement system across the business. Our new procedure will be more systematic and interactive than the one we use now. The current procedures are a collection of those used by the former product departments. They are not standard throughout our organization.

Beginning in December and continuing through January and February, we will introduce a new performance-measurement system that will be consistent Motor Business wide. Under this system, exempt employees and their managers together will decide on the employee's performance expectations. These expectations will become the basis for the employee's annual performance appraisal. How well the employee rates on the performance appraisal will determine the extent to which he or she will share in the success of the business. We will provide training to managers and employees



Tom Callant, compensation and health-care cost manager, and John Hofmeister, Motor Relations manager, discuss specifics of the exempt salary plan for 1987. "Our plan is intended to motivate and reward employees while adjusting the costs of compensation to be appropriate in today's cost-driven marketplace," Hofmeister said.

Tax law changes require careful review when making decisions about benefits

The new Tax Reform Act of 1986, while radically changing corporate and individual tax structures, imposes a new set of rules that will have far-reaching effects on employee pay and benefits packages.

The landmark legislation consolidates 15 federal tax brackets into two rates - 15% and 28% by 1988 (effective rate of 33% for certain higher-paid taxpayers) - and sets the corporate tax rate at 34%.

While individual tax rates will be lowered, the tax-overhaul measure also will reduce or eliminate a number of tax advantages that currently apply

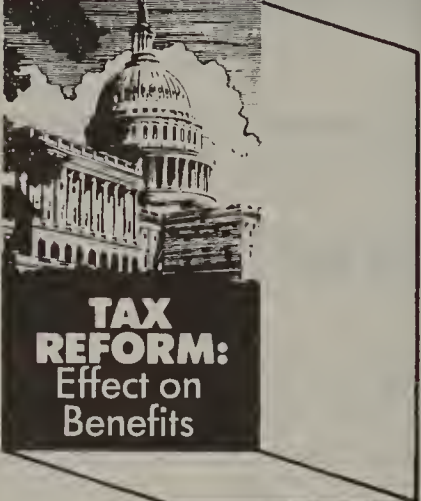
to employee benefits, and tax-preferential treatment of long-term capital gains income.

Study provisions

"Employees will need to study the new tax provisions so they can make the right decisions about their benefits," counsels Tom Burns, manager of Corporate Employee Benefits. "It's important that employees not jump to conclusions about what options are best for them, but they should carefully work through the numbers

and then take the actions that will best meet their individual needs."

To help you have a better understanding of how the new tax legislation affects your GE benefits, a series of articles will be included in the **GE News** over the next several weeks. One of these articles appears on page 4 (IRA tax deductions). It is suggested that you read these articles carefully and clip them for future reference when facing decisions about your benefits coverage and distribution of savings under the benefit plans.



Today, tomorrow last day to sign up for health-care alternative

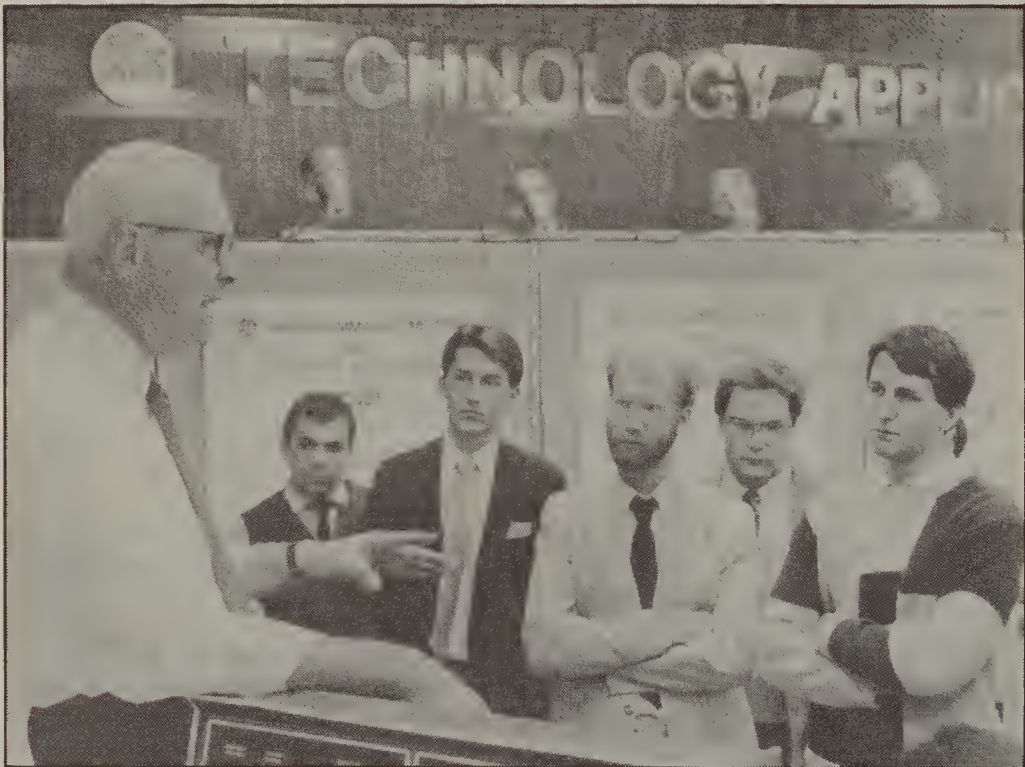
Tomorrow is the last day employees may sign up to join Preferred Care of Indiana, HealthAmerica, or Maxicare. These health-care alternatives to the GE Connecticut General Plan

are being offered during an "open enrollment period" which began Nov. 3. Representatives from these companies will hold their final presentations today at 3:30 p.m. in the Taylor

Street Motor and ACSD cafeterias and tomorrow at 2 p.m. and 3:30 p.m. in the East and West Broadway cafeterias.

An information packet which con-

tained a cost comparison of these alternatives was mailed to employees' homes last month. Around 200 of these packets were not sent out until last week due to a mailing error.



Purdue students visit Fort Wayne

Purdue University engineering students visited Fort Wayne Motor and Transformer operations last week. The students were part of an industry-sponsored on-campus organization called the "Purdue Electric Power Center." GE is one of the sponsors. The students in the organization, ranging from sophomores to graduate students, are interested in power engineering. They heard presentations by General Electric professionals and toured various laboratories and manufacturing areas at Broadway and Taylor Street. Clovis Linkous, manager of technical resources, said the students were impressed with the facilities here.

Above, Pete Peters, Motor manager of engineering laboratories, takes the students on a tour through the Motor Technology Application Center.

Payroll Deduction available through Fort Wayne National

Fort Wayne Motor and Transformer employees may have portions of their pay deducted for deposit into a Fort

Visit the
Building 21 branch

FORT WAYNE NATIONAL
that's my BANK



Wayne National Bank account beginning Nov. 24.

Connie Di Filippo, manager of the Building 21 Fort Wayne National branch, said payroll deductions may be designated for deposit into savings, checking or Christmas Club accounts. There is a special arrangement for making loan payments as well.

Payroll deduction is available to employees who currently have Fort Wayne National accounts and those who wish to open an account.

Employees who would like to participate in payroll deduction should sign up at the Building 21 branch.

October's S&SP report

Here are the prices used to credit Savings & Security Program accounts in October.

GE stock, \$74.943; S&S Mutual Fund, \$41.498; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund \$12.47.

Year-to-date annual income rate for the HP Fund was 13.6% for '83 investments, 13.2% for '84, 12.9% for '85 and 10.7% for '86.

LT Fund's YTD annual reinvestment income rate was 9.8%; and for the Money Market Fund 7.2%.

Pensioners thanked for United Way gifts

Lloyd Stubbins, GE pensioner contact and co-chairman of the United Way Special Gifts Division, wishes to thank the retirees who pledged money to the United Way in this year's campaign.

"You have made a significant contribution toward helping the United Way's 28 agencies provide their 57 health and character-building programs to our community," he said.

Stubbins said those who have not given may still do so. Contributions should be sent to the United Way, 227 E. Washington Blvd., P.O. Box 11784, Fort Wayne, IN 46860.

No GE News next week

Due to the Thanksgiving holidays, there will not be a GE News next week. Adlets for the Dec. 4 issue are due on Monday, Dec. 1. Have a happy and safe Thanksgiving.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.



1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

GE NEWSLINE

Holiday bonus discounts available on certain GE microwave ovens

A reminder that General Electric employees are being offered a special holiday bonus discount on certain GE and Hotpoint microwave ovens through Dec. 31, 1986. These discounts are added to the existing Product Purchase Plan discounts on these products.

The models are: GE JMT20 Omni 5™ compact combination oven (regular discount \$35; bonus discount \$20); GE JE1445 full-size countertop microwave oven (regular discount \$40; bonus discount \$25); GE JE1465 countertop microwave oven with automatic cooking control (regular discount \$45; bonus discount \$25); GE JVM150 Spacemaker® microwave oven (regular discount \$70; bonus discount \$20); Hotpoint

RE83 (regular discount \$30, Bonus \$10); Hotpoint RE966 (regular discount \$35; bonus discount \$10); Hotpoint RE967 (regular bonus \$35; bonus discount \$10); and Hotpoint RVM120 (Regular discount \$55; bonus discount \$25).

Employees may buy up to a total of three eligible microwave ovens for personal use or as gifts to the employee's spouse, children, parents, grandparents, brothers, sisters and such relatives of the employee's spouse. Normally purchases made under the plan are limited to family members that are dependents of the employee.

All other Product Purchase Plan rules apply to this special microwave offer.

Emerson Electric acquiring Hazeltine Corporation

NEW YORK - Emerson Electric Co., a competitor of several GE businesses, including the Motor Business, has agreed to acquire Hazeltine Corp., a producer of a variety of advanced electronic systems principally for U.S. government agencies.

Emerson, based in St. Louis, makes a broad range of electronic and electrical products for consumer, industrial and defense markets. Hazeltine's products include computer-based training systems and electronic identification systems.

Most-watched baseball game covered by GE's NBC subsidiary

NEW YORK - The National Broadcasting Company, GE's broadcasting subsidiary, has entered the sports record book by producing the television broadcast of the most-watched baseball game.

According to the A.C. Nielsen Co.'s survey, on Oct. 27 an estimated 80-million people watched NBC-TV's

coverage of the seventh game of the World Series in which the New York Mets beat the Boston Red Sox.

In Boston 77% of the TV audience that night was watching NBC; while in New York City 71% watched even though ABC was televising a New York Giants football game at the same time.

Adlets

FOR SALE

CONDO - Lakes of Buckingham, 2,000 sq. ft., many extras. 485-3642.
AKC CHOW CHOW PUPS, males \$200, females \$250. 1-728-2632.
GE ROOM AIR CONDITIONER, 7,600 BTU, Quiet Air, new, still in box, \$250; Culligan Northbrook water softener, like new, used only 6 mos, \$400. 672-9300.
'79 CHEV. CAPRICE CLASSIC STA. WGN., good family car, \$1,950. 447-4751.
SONY STEREO RECORD PLAYER & TAPE on maple std. 483-6150.
'80 EVERETT CONSOLE PIANO, \$1,275; '83 Honda 200 ATC 3-whlr, \$650. 432-7927.
PIANO; call aft. 5:30 p.m. 1-691-3487.
AKC NORWEGIAN ELKHOUND PUPS, good watchdog. 637-3482.
'77 ARABIAN FIFTH WHEEL CAMPER, 28', air, 20' awnings, storage. 744-2837.
UPRIGHT FREEZER, 16 cu. ft., \$95. 436-0742.
SEARS ELECTRIC RANGE, hvst gld, good cond., \$100. 483-1845.
LADY'S SNOWMOBILE OR SKI SUIT, sz. 7, \$35; TRS-80 computer, cass., spdsheet program, \$80. 485-6974.
'78 CHEV. MALIBU, V-6, 84,000 miles, \$1,300 or best offer, eves. 493-2915.

LIVING ROOM CHAIR, grn, good cond., \$40; 5 gal. jug, \$10; foot locker, \$8. 424-8691.
BOX SPRINGS & MATTRESS, good condition. 485-6047.
LADY'S CAR COAT, sz. 16, \$5; coat, 12 Jr., \$10, good cond. 747-5461.
NEW SPARE TIRE for Kountry Lite trlr, F78-14, on new rim. 636-7639.
ELECTRIC CHAIN SAW, Remington Limb & Trim, like new, \$25. 747-4304.
WOOD STOVE, Vermont Castings "Vigilant", unused, \$600. 672-2267.
SPORT COAT, Reed, blk leather, pocket length, sz. 38. 749-4130.
'84 ATC 200S HONDA THREE WHEELER, ex. cond., \$700 or best offer. 672-3447.
TIRES: 4, P195/75R14, \$25; 4, P185/80R13, \$20. 627-5289.
WASHER & DRYER, ex. cond., \$150/both; qn sz bdsread, \$35; 4 pr. cleaned & pleated drapes, \$50. 747-4207.
CONCRETE PATIO BLOCKS, extra hvy, 15-1/2" x 7-1/2" x 1-7/8", reasonable. 447-1434.
COUNTER TOP RANGE, hood, dbl oven, dishwasher. 627-3106.
ANTIQUE CEDAR CHEST, varnished, very good condition, 98 yrs. old. 747-9735.
ANTIQUES: oak rocker, pot belly stove, dresser. 632-4733.
FURNITURE: couch, loveseat, tables, \$400; 7 dwr. mahog. desk, \$120, ex. cond. 424-2973.
MAUSOLEUM CRYPTS, 2, Covington Memorial Gardens, \$1,800. 747-0846.
OAK DINING TABLE w-4 chairs, \$100; swvl rocker recliner, \$50; call aft. 5 p.m. 447-4760.
THOMPSON CENTER 45 CAL. MUZZLE LOADER, new, nvr fired, powder, ball, \$100 off list, \$195. 747-5902.
ELECTRIC CEMENT MIXER, \$25. 493-2241.
19" B&W RCA TV, prtbl, \$40; Brownie outfit, sz. 10, jumper, blouse, pants, hat, \$25. 456-8384.
'69 LINCOLN CONT. MARK III, blk, no rust, ex. cond; '77 Honda Accord, repair or parts. 489-3844.
SNOW TIRES on rims, HR78-14, Ford '79-'86, \$55. 485-9203.
'66 IH 66 PASSENGER BUS, rebuilt engine, \$1,000. 485-0434.
6' L-SHAPED BAR, blk, w-4 stools, EC, \$350, Sundays. 432-1287.
'78 KAWASAKI 100 KM CYCLE, \$250. 432-7927.

WANTED

'78 FORD CAP, below cab, w-6' bed. 426-0020.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
WOOD DESK, 30"x60" top or larger, good condition. 749-1417.
CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.

FOR RENT

FLORIDA COTTAGE, Englewood, beaches, golf course, slps 6, nice, weekly, avail. now-Dec. 485-4264.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW - fun for all ages, Christmas parties. 745-1545.

DEPENDABLE & AFFORDABLE CHILD CARE

in my home, experienced, refs. 456-5790.

PROFESSIONAL DJ & VIDEO for your wedding, party, Musicman. 447-4447.

HOUSE CLEANING, hrly rates, Mon-Sat. 486-4856.

CONCRETE CONSTRUCTION - basement wall/floor repair. 456-1187.

EXPERT PAINTING - interior, experienced, estimate. 432-3305.

LIVE MUSIC for weddings, parties, any occasion. 432-9397.

TANNING & EXERCISE TABLES, no sweat way for reducing inches. 622-7353.

DENTS & RUST HOLES FIXED, reasonable; paint jobs, John. 422-6665.

Elex calendar

NOVEMBER:

21 Quintus Social, 12 Noon, Ted Goulloff's.
 24 Honorettes Social, 1 p.m., Salem United Church.
 29 Chicago train trip.

DECEMBER:

1 Partizan Board Meeting, 11:30 a.m., Alexanders
 3 Paint Class, 6 p.m., 18-1 Conf. Rm.
 4 Candy making class, 6 p.m., Country Kitchen
 6 Chicago train trip.
 7 Christmas Program, 2 p.m., GE Club, \$2.50

8 Honorettes Social, 12 Noon, Salem United Church.
 9 Partizan Luncheon, 12 Noon, Lesters.
 9 Candy making class, 6 p.m., Country Kitchen.
 10 Pen-El Christmas party and installation, 11:30 a.m., Ramada Inn.
 13 Chicago train trip.
 15 Secret Pal Christmas party.
 17 El-Par Christmas party.
 19 Quintus Social, 12 Noon, Hall's Guesthouse.

JANUARY:

12 Brown Bag Super and Bingo-style card party, 4:45 p.m., GE Club.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Shutdown, holiday schedules established

The 1987 vacation shutdown schedules have been established, according to Jim Martin, manager of communication and union relations.

The Motor Manufacturing plants at Broadway and Taylor Street (Section 14) and Specialty Transformer will have a three-week big "S" Shutdown from July 13 through July 31 (fiscal weeks 29, 30 and 31).

ACSD will have a big "S" Shutdown from July 20 through July 31 (fiscal weeks 30 and 31). The Wire Mill will have a two-week big "S" Shutdown either fiscal weeks 29 through 30 or 30 through 31, depending on production

requirements.

All Fort Wayne Motor Manufacturing plants will have a small "s" shutdown from Dec. 21 through Dec. 25 (fiscal week 52) and Dec. 28 through Jan. 1 (fiscal week 1, 1988).

The Specialty Transformer Operation, ACSD and the Wire Mill will not have small "s" shutdowns in 1987.

Employees will be required to take their vacation during the scheduled big "S" Shutdown period. However, the needs of the business may require certain exceptions.

The shutdown dates were announced in conjunction with the holiday sche-

dule for 1987.

Fort Wayne GE employees will get 10 paid holidays in 1987. All of these holidays fall so that they create extended weekends for employees to enjoy.

The holiday dates are as follows:

- New Year's holidays - Thursday, Jan. 1 and Friday, Jan. 2
- Good Friday - April 17
- Memorial Day - Monday, May 25
- Independence Day - Friday, July 3
- Labor Day - Monday, Sept. 7
- Thanksgiving - Thursday, Nov. 26 and Friday, Nov. 27
- Christmas - Thursday, Dec. 24 and Friday, Dec. 25



IRS tax deductions phasing out for some; GE's DPA still available

For some GE employees 1986 will be the final tax year they'll be able to obtain the maximum \$2,000 tax deduction by contributing to an Individual Retirement Account (IRA). Tax-deductible contributions for this amount can be made to '86 IRAs up to April 15, 1987.

New tax laws

New tax laws specify that, beginning with the '87 income-tax return to be filed in 1988, if either an employee or spouse is eligible for a "qualified retirement plan" where they work - such as GE's Pension Plan and Savings & Security Program - neither can

deduct an IRA contribution if their earnings exceed certain income levels.

For married couples if either spouse files a joint tax return, the deduction begins to gradually phase out between \$40,000 and \$50,000 of adjusted gross income.

For unmarried persons, the current \$2,000 deductible begins to phase out at \$25,000 adjusted gross income and is completely gone when income tops \$35,000.

IRAs not eliminated

Among the public there's been some confusion about the future of Individual Retirement Accounts. Some think they've been eliminated for all who

are eligible for a qualified retirement plan like the GE Pension Plan. That's not so.

Under the law going into effect next year, everyone eligible for a qualified retirement plan (this would include GE employees) will still be able to start or add to their present IRAs up to the present \$2,000 annual limit. While some or all of the amount paid into an IRA may not be tax deductible because of the tax law change, the income from an IRA will continue to be tax-deferred until withdrawn.

Lump-sum rollovers

A GE employee will still be able to roll over lump-sum payments from

the GE Savings & Security Program into a personal IRA when terminating GE employment.

The GE Savings & Security Program's Deferred Pay Account (DPA) continues to offer GE employees a way to make nontaxable contributions which become tax-sheltered savings for retirement income. Under the new tax laws, individuals can still use 401(k) plans, such as DPA, to defer as much as \$7,000 of pre-tax earnings in a single year.

S&SP participants can save up to 7% of their earnings through a Deferred Pay Account - with GE providing a 50% matching payment. As with an IRA, money in a DPA grows tax-free until withdrawn.

STARTLING FACTS

EACH YEAR, THE EQUIVALENT OF AN AVERAGE HUMAN LIFETIME IS WASTED BY ALL GE AND RCA PEOPLE LOOKING FOR PRODUCTION PARTS THAT ARE IN THE RECORDS BUT NOT ACTUALLY THERE. (AN AVERAGE LIFETIME IS 68½ YEARS!)



ACCURATE RECORDS COUNT!

Broadway parking reserved for salaried Taylor St. visitors

Eight parking spaces just inside the Lindley gate have been reserved for Taylor Street salaried personnel whose responsibilities require their presence at Broadway for short periods.

Dan Moore, Plant Protection manager, said Taylor Street employees who will be staying at Broadway for

long periods should use the parking area outside the gate.

Each of the new spaces has a sign that reads "reserved for authorized Taylor Street visitors." Authorized visitors are those with purple or red "Y" or green, red or blue monogram stickers on their car.

Tips for improved vision in your automobile

The potential for hazardous motor-ing conditions in winter, caused by poor visibility through the windshield, can be minimized if the car owner takes proper precautions.

"The build-up of ice and snow on windshield wipers annually hampers driving visibility for millions of Americans, says Larry Koles, an expert on the subject.

He said 90 percent of driving decisions made behind the wheel are based on vision.

One product on the market, rapidly gaining in popularity, is the specially-designed winter wiper blade. It is covered with a rubber "boot" which keeps moisture away from the working parts of the wiper, allowing them to move and "flex" properly, even during ice and snow storms.

Here are five other suggestions to help motorists handle the visibility challenges of winter:

- Windshield wipers should be

examined periodically and cleaned with soap and water to improve their effectiveness. They should be replaced at least once a year, and a good time is just before winter weather begins.

- Make sure the windshield washer reservoir is filled, and in winter, be certain antifreeze has been added.

- Wipe road grime or snow and ice from headlights and taillights so you can see and be seen by other motorists.

- Clean snow from all portions of the car so it won't blow right back on windows when the vehicle begins moving.

- When first starting a car after freezing rain or snow, don't immediately turn on the wipers. If they are frozen to the windshield, the rubber on the wipers may be torn away. Gently lift the wipers from the window first, making sure tiny pieces of rubber are not torn off. Often a plastic credit card slid carefully under the edge of the wiper will loosen it.



General Electric News

DECEMBER 4, 1986

FORT WAYNE, INDIANA

VOLUME 68, NO. 42

Inventory control key to being competitive

The following is an interview with Tom DeLong, Motor manager of precasting and materials programs. As the Motor Business representative on General Electric's Inventory Council, he is a leader in the companywide effort to better manage inventories. The Inventory Council is the focal point of the effort to control inventory which has grown to an all-time high of more than \$8 billion. Controlling inventory is a job in which everyone in the company can play a role. To help employees understand the subject and how everyone can contribute, DeLong has responded to a number of questions.

GE NEWS: There are three basic types of inventories: raw materials, work-in-process and finished goods. Where is GE trying to improve?

DeLONG: At all stages, frankly. It doesn't take a lot of inventory at each of our plants before it starts to add up. The Motor Business has numerous manufacturing sites and warehouses, and we are only part of the entire GE picture. Unused raw materials at one plant on top of the same condition at another plant pretty soon snowballs. The same is true with parts sitting in a queue awaiting the next process, or finished goods built too far in advance of their sale.

In other words, in any one plant or in any one warehouse, the problem may not look too serious. After all, in a large company, what's a few parts, or a few products lined up for re-work? But multiplied across GE, it becomes a mountain.

GE NEWS: Why do we need to control inventory?

DeLONG: To begin, we have a lot of money invested in it - money that could serve the company better if it were freed up for more productive uses.

As an example, we are currently holding \$8 billion in inventory of all types across the company. That \$8 billion is equal to the total amount GE

invests in research and development and new plants for not one, but two years! Were we free to invest even a fraction of that money in say, new equipment or technology, it could pay off handsomely.

GE NEWS: Are there other reasons?

DeLONG: Yes, a great many. I'll give you three:

For one, you know that quality is of tremendous concern to our customers as they face intense competition from overseas competitors. Products or parts sitting idle represent inventory that is vulnerable to being damaged or lost. Not only is that a quality problem, but one of productivity too.

Secondly, the longer products sit in inventory, the greater the possibility that they will become excess or obsolete goods. That suggests that they may never reach the market.

A third reason is for something as practical as housekeeping. Who wants inventory piled up? Doesn't everyone prefer a clean, productive work area? Besides, it creates an environment for better quality to begin with.

GE NEWS: What can individuals do?

DeLONG: Generally, we are striving to have every single employee be aware that he or she plays a role in careful inventory management. Everybody has a stake in winning this battle, and everyone really can help the cause.

GE NEWS: What specific action can people take?

DeLONG: Suggest ideas, for one. For instance, we're looking for ways to make more of our manufacturing a continuous flow process without queues. The people closest to the process can make tremendous contributions to help us accomplish this task.

A major advance in quality control would be for everyone to become a self-appointed quality control inspector. Have a defective part? Stop, don't use it. That product is destined for rework, and that will add to inventory as well as cost.

We also must watch hoarding. Don't build up buffer stocks...clear things out. By working together to make small improvements we will collectively make huge improvements in inventory across the Motor Business and the Company.

GE NEWS: It has been said that the real issue with inventory is our ability to compete. How do inventory and competitiveness relate?

DeLONG: Being competitive means you have market share. And as you

know, GE is committed to being #1 or #2 in all its markets.

You can't be competitive selling obsolete products out of inventory, and you can't be competitive if you have quality problems. The same applies if your costs are too high, your plants are inefficient and your capital is locked up in parts and materials.

Everybody is pulling together on this one and changing the way they think and act regarding inventory. But if we don't act, our diminished ability to compete will catch up with us.

STARTLING FACTS

THE SUM OF ALL GE/RCA SLOW-MOVING INVENTORY STILL ON THE COMPANY BOOKS WOULD MAKE A GARAGE SALE THAT WOULD FILL MADISON SQUARE GARDEN 6 TIMES OVER!



WHEN INVENTORY IS ON ICE, GE'S OUT IN THE COLD!

Hourly, nonexempt pay rate to increase Dec. 29

Fort Wayne GE hourly pay rates will be increased by 6 cents per hour on Monday, Dec. 29 by a cost-of-living adjustment. Weekly pay rates for non-exempt-salaried employees will go up

\$2.40 per week.

The size of the increase was determined last week when the federal government reported October's Consumer Price Index for urban wage

earners and clerical workers. Under the contract negotiated by the company and the union last year, this December's cost-of-living adjustment is based on the rise in this index from

October 1985 through October 1986.

In that period the CPI-W rose 1.15%. The formula provides a one-cent-an-hour increase for each full 0.175% rise in the index.



Myers quits smoking, runs marathons

Ten years ago, Don Myers was a 20-year smoker who didn't exercise. Today, he's a non-smoker and a marathon runner.

"I stopped smoking when I was around 40," said the Motor Systems manager. "Two smokers in my neighborhood contracted lung cancer. They both talked to me about how much they regretted smoking. That convinced me to quit."

Soon after he stopped smoking, Myers' appetite increased and he gained weight. "That's when I knew it was time to start an exercise program," he said.

He started out running less than a mile a day.

"The first three or four months were sheer agony. Sometimes I wondered why I was putting myself through it.

But once I got over the hump, running became comfortable and satisfying...addictive in fact."

Myers started running "seriously" in 1981. He ran in several 10K races over three years. Then, in 1984, he completed his first marathon.

"That was one of the greatest thrills of my life. It motivated me to enter more marathons. More marathons meant more training...it became my incentive to exercise every day."

To date he has completed seven marathons, including two U.S. Marine Marathons in Washington D.C. and the New York Marathon which he ran this year. He wakes each morning at 4:50 and runs for about an hour, averaging 35 to 40 miles per week.

Myers has lost 14 pounds and taken two inches off his waist since he began

running. But the weight loss is only one of the benefits.

"Running makes me feel good physically and mentally. And I've met and made friends with a lot of runners. As far as I know, there is no statistical evidence that any type of exercise will prolong your life. However, there are things that many people just accept about growing old that they don't have to.

"Certainly running isn't for everybody; there is swimming, tennis, brisk walking and dozens of other activities for people to enjoy. The most important thing is getting your heart rate up for an extended period of time. Before anyone begins an exercise program, however, I would recommend that they check with their physician."

Ten ways to avoid holiday letdown

It's not unusual for people to feel disappointed or depressed during the holidays, says Dag Arnold, Employee Assistance Program counselor.

"There are many contributors to holiday letdown. For one, advertisements in November and December constantly remind people that they should be happy during the holidays. The pressure to be happy often causes people to feel just the opposite.

"Sometimes depression comes when adults try to recapture the comfort and security the season brought them during childhood."

Changing your expectations and developing some positive new attitudes can help make this the merriest Christmas ever, Arnold said. Here are some holiday tips he offers:

- Don't take responsibility for everyone else's happiness. Learn to delegate responsibilities so that you are not always taking on more than you

can accomplish.

- Don't reinforce greedy, whiney behavior by constantly paying attention to it or by getting angry. Try leaving the room temporarily when you see objectionable behavior such as children fighting over a toy. This is one way to teach them that they will not get your attention through inappropriate behavior. Extra patience is needed through Christmas because it is a highly excitable time for children.

- Decide ahead of time that any task you take on, such as wrapping, shopping or cooking, is a choice you have made. If a task is unpleasant, develop an alternative. If you decide to do a chore, vow to do it with a sense of enjoyment.

- The idea behind Christmas is not to give the biggest party, the largest meal or to have the prettiest tree. Forget the rest of the world and decide what you and your loved ones want.

Your own traditions could be keeping you from having a good time. Don't sacrifice a good night's rest by sleeping on your in-laws lumpy guest bed or sit all day in a room that is filled with uncle Harry's cigar smoke just because it's tradition. If such things annoy you, it may be time to start a new tradition.

- Do things with your children that you both like. Children can see through faked enthusiasm. Try reading them books you genuinely enjoy reading, and play with the toys and games that are fun for both of you.

- Don't allow yourself to be lonely even if you are alone for the holidays. If you let self-pity take control or depend on fantasies of how your holidays ought to or used to be, you are permitting yourself to be depressed.

- Enjoy the holidays one day at a time. Don't worry about Christmas

dinner while you're picking out the tree.

- Make a list of all the things you dislike about the holidays and rid yourself of most of them. If you hate turkey, serve ham. If you dislike sending greeting cards, don't do it. If it brings you grief, what's the use?

- Provide for time with family members to share the real meaning of the holidays. Reading poems or religious works aloud and asking each person to share something with everyone else might be an important tradition for your family. People's fondest moments are often praying together and giving thanks for one another, not opening Christmas presents.

- The holidays will never let you down; only you can let yourself down. The responsibility is always your own. Remember the real meaning of love, faith, joy, peace and happiness.

Courtesy Discounts now available on audio systems, compact disc players

General Electric employees can now receive courtesy discounts on the purchase of GE audio rack systems, audio video systems and compact disc players under the Product Purchase Plan.

These audio products were added to the Employee Courtesy Discount Schedule effective Nov. 1.

The audio rack systems and the audio video systems are sold as integrated units - not as separate components. The compact disc players are separate components which are compatible with most audio systems.

One of each system and one compact disc player may be purchased in a 24-month period under the frequency of purchase limits.

Courtesy discounts on these newly listed audio products (Class A merchandise only) will be paid on purchases made on or after Nov. 1 for the employee's own use or as a gift to a dependent family member. A dependent family member is defined as an individual who may be claimed as a dependent by the employee on his or her federal tax return.

The courtesy discounts range from \$40 to \$100 on audio rack systems; from \$95 to \$375 on audio video systems; and from \$20 to \$35 on the compact disc players.

The list of courtesy discounts for each available model is available at Fort Wayne National Bank Building 21 branch or any ACSD secretary.



Choirs to perform for Elex

Heritage High School Choirs will entertain Elex Club members at their annual Christmas program on Sunday, Dec. 7. The program will begin at 2 p.m. in the GE Club auditorium. Contact the Elex Office for reservations. Tickets cost \$2.50 each.

Appliance Parts Mart holds holiday special

The GE Appliance Parts Mart, 4632 Newaygo Road, is holding a holiday special on kitchen accessories.

Sale items are chrome drip pans, chrome-aluminum-porcelain drip pans, griddles, chrome trim rings, throw-a-

way pan liners, microwave cookbooks, broil pans with racks, step-by-step repair manuals for GE and Hotpoint ranges, liquid or powder ceramic cooktop cleaner, and Counter Guard cutting boards.

GE-RCA integration implemented in several businesses

The GE-RCA merger is moving rapidly into its business-integration stage. Integration plans for the defense and aerospace businesses, service businesses, semiconductor business and corporate operations were announced recently.

Defense and aerospace business

Three new or restructured aerospace organizations have been created in the Philadelphia-New Jersey area. RCA's Astro Electronics Division has been combined with the spacecraft operations of GE's Space Systems Division in Valley Forge, Pa., to form the new Astro Space Division. Headquarters will be in East Windsor, N.J., and the business will be part of RCA Aerospace and Defense. The Space Systems Division has been renamed Federal & Electronic Systems Division (FESD). It will consist of the remaining parts of the Space Systems Division and RCA's

Automated Systems Division of Burlington, Mass., and will report to GE's Aerospace Group. Headquarters will be in Valley Forge.

Within FESD, a new Automated Systems Department will be made up of the RCA Automated Systems Division and existing GE test activities at Huntsville, Ala., and Lanham, Md.

Services Businesses

In the past, RCA's service operations-consumer, commercial, telephone business and government service-had been run as a single business headquartered in Cherry Hill, N.J.; GE's service operations are part of each specific business.

For the future, RCA's service operations will be aligned in a manner similar to GE's.

• RCA Government Services will remain in Cherry Hill as part of GE's new Communications and Services organization.

• RCA's consumer services, commercial products and telephone systems businesses will be combined with the GE appliance service and parts operation into a new Consumer Services Division reporting to the Major Appliance Business in Louisville.

• The RCA Business Services and Systems operation will combine with the GE Integrated Communications Service Department to form a new Business Communications and Electronic Services component, with headquarters in Atlanta, Ga.

Semiconductor business

Two components have been created in the semiconductor (solid-state) business: one serving the external or commercial market; the other to meet internal needs for state-of-the-art semiconductors.

The commercial semiconductor component, which will be headquartered in Somerville, N.J., will be responsible

for all external commercial markets of GE, RCA and Intersil.

The internal support business will be formed from the Integrated Power Systems Department located in Research Triangle Park (RTP), N.C., and the transfer of work done at RCA's Somerville Microelectronics Center to GE's RTP facility.

Corporate operations

GE's international licensing and RCA's licensing operations have been consolidated into one organization with headquarters in Princeton, N.J.

To support the large concentration of RCA businesses in New Jersey, a consolidated payroll center has been established in Princeton.

Over the next three years, GE will consolidate its corporate data Center activity at RCA's Cherry Hill, N.J., facility and its telecommunications operations at RCA's facility in Princeton.

Adlets

FOR SALE

6" **SCHWINN BIKES**, 2, \$50 ea; bar stools, 2, \$5 ea. 447-5412.
HALF RANK SPLIT OAK & MAPLE, divd. NE only, \$17.50. 485-7160.
KC NORWEGIAN ELKHOUND PUPS, good watch dogs. 637-3482.
AYES MICROMODEM IIe, still in box, \$90; Grappler & printer interface for Apple II computers, \$50. 447-5052.
SEARS TRASH COMPACTOR, like new, \$175; small adult full-face max helmet, \$20. 447-0115.
0 SPEED BIKE; lvg. rm furniture: couch, chairs, tbls, lamps. 432-6170.
BOWLING BALL & BAG, 16 lbs, \$15. 639-3137.
WOOD SHELF w-glass animals; 35 mm slide projector. 447-4606.
FURNITURE: swivel recliner, \$45; oak dining table w-4 chairs, \$100; loveseat w-wood frame; aft. 4:30 p.m. 447-4760.
CEMETERY WREATHS ON FRAMES, \$10 ea; diamond wedding ring. 485-1709.
78 CHEV. MALIBU, V6, clean, 85,000 miles, \$1050. 493-2915.
DINETTE SET w-vinyl chairs on casters, good cond.; complete sgl bed. 1-854-3443.
BEDSPREAD, qn sz, revers, grn/pk; Kenmore washer & dryer, all ex. cond., rea. priced. 747-4207.
MEN'S 26" SCHWINN BIKE, need tires. 489-0207.
10" ELECTRIC DROP-IN RANGE, good condition, \$75. 638-4454.
ANTIQUE POTBELLY STOVE; oak buffet, dresser. 632-4733.
TYPEWRITER STAND, stl, adjust. 484-2888.
BLEIGH; men's ice skates, sz. 9-1/2, \$10. 747-6680.
84 RENAULT ALLIANCE, 4 dr., auto, clean, low miles. 432-3794.
FIREWOOD, elm & apple, 1-1/2 rank, \$60 cash, you haul. 432-1246.
MEN'S BOOTS, sz. 8, new. 744-6615.
NEW HEATERS: elec. baseboard & radiator. 744-6615.
69 LINCOLN CONT. MARK III, ex. cond., no rust; '77 Honda Accord. 489-3844.
BOY'S WINTER COATS, sz. 8, \$3 & \$12. 432-8644.
BOWLING BALL, Lt. 48, 16 lb., \$10. 432-4836.
BED, full sz., frame, hdboard, matt., \$25. 483-4889.

OLD-TIME BAND RECORDS, 55, 33-1/3 spd, some Christmas. 1-357-5693.
FIREPLACE LINER w-firebrick, new, nvr used, \$200. 744-4808.
SNAPPER SNOW PLOW ATTACHMENT for 26" or 30" X Series Comet riding mower. 483-8369.
FURNITURE: loveseat & sofa, earth tn, striped, \$400; kidney sh. antq desk, \$120. 424-2973.
ICE SKATES, sz. 1, \$5. 485-9203.
SEARS CONSOLE HUMIDIFIER, like new. 744-6510.
HAIR DRYER, used once; sewing cabinet; quilted snow pants. 432-1367.
ALUMINUM STORM DOOR w-closer, 36"x80". A-1 cond., \$15. 484-2137.
AMERICAN RIFLEMAN MAGAZINES, ex. cond., '57-now, \$75. 432-3274.

WANTED

TREADMILL. 483-0343.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
TWO CYL. OUTBOARD, 5-8 HP, '78 or newer. 749-2407.
TO RENT FLORIDA MOBILE HOME, APT. or CONDO, 3-4 mos., will do lt maint. work. 432-9138.

LOST

CROSS GOLD PEN w-GE MONOGRAM & INITIALS "SAL", Bdway area. 447-5052.

SERVICE

PAINTING - interior, experienced, free estimates. 432-3305.
SWEETCAKES THE MAGIC CLOWN SHOW - fun & laughs for all ages, Christmas parties. 745-1545.

In memory

Melinda E. McComas, 2320 Sherman, died Nov. 14. She retired from GE in 1959.
Harlan E. Forschner, Wolcottville, died Nov. 18. He retired from GE in 1982.
John H. Holloway, 921 Nuttman Ave., died Nov. 18. He retired from GE in 1976.

CONCRETE CONSTRUCTION - basement walls/floors repair. 456-1187.
ODD JOB SERVICE - seeks all kinds of jobs. 447-5402.
PROFESSIONAL DJ & VIDEO for wedding parties. 447-4447.

FREE

REFRIGERATORS, 2, good for garage or lake. 747-4066.

Elex calendar

DECEMBER:

4 Candy making class, 6 p.m., Country Kitchen
 6 Chicago train trip.
 7 Christmas Program, 2 p.m., GE Club, \$2.50
 8 Honorettes Social, 12 Noon, Salem United Church.
 9 Partizan Luncheon, 12 Noon, Lesters.
 9 Candy making class, 6 p.m., Country Kitchen.

10 Pen-El Christmas party and installation, 11:30 a.m., Ramada Inn.
 13 Chicago train trip.
 15 Secret Pal Christmas party.
 17 El-Par Christmas party.
 19 Quintus Social, 12 Noon, Hall's Guest-house.

JANUARY:

12 Brown Bag Super and Bingo-style card party, 4:45 p.m., GE Club.

Visit the
Building 21 branch

**FORT WAYNE
NATIONAL**
that's my **BANK**



* ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Tax Reform Act will affect taxes on S&SP distributions, withdrawals

New and different tax considerations will face Savings & Security Program (S&SP) participants receiving distributions and making withdrawals beginning in 1987.

The reason is changes under the recently signed Tax Reform Act of 1986 which:

- establish a new 10% additional income tax on most taxable distributions and withdrawals made before an employee retires and
- create a new method for calculating the taxability of distributions and withdrawals received by active employees, including employees who have protected service.

Extra 10% income tax

Beginning in 1987, S&SP participants will pay a 10% additional income tax on the taxable portion of distributions and withdrawals. This extra tax is added to the regular income taxes owed on these program payouts.

Starting next year a participant receiving a distribution with \$3,000 in taxable income, for example, will owe regular income taxes on the payout plus a 10% additional income tax of \$300.

The extra tax does not apply in certain cases, such as distributions made to participants who are over age 59½ on the day of the distribution or those who have retired under the GE Pension Plan. Other exceptions include distributions used for the payment of tax-deductible medical expenses; made because of a participant's disability or death; or made because of a qualified domestic relations order often issued under a divorce settlement.

Although S&SP participants will still be able to make withdrawals for

reasons such as education expense or the purchase of a home, the 10% additional income tax will apply to the taxable portion of these withdrawals.

Before electing to take the annual S&SP distribution made in January of each year or applying for withdrawals from the program, participants will want to consider the impact of the extra income tax. GE tax experts note that employees can avoid paying the extra tax by placing annual distributions in S&SP's Retirement Option Account (ROA) and leaving these investments in ROA until retirement.

New rules for calculating what's taxable

The Tax Reform Act also establishes new rules which must be used in determining what portion of a distribution or withdrawal is taxable.

Under the current method, payouts have been generally tax-free as long as the total tax value did not exceed the employee's "unrecovered investment" in the program. This meant that for tax purposes participants were deemed to first recover their after-tax dollars invested in the plan and then receive the taxable company matching payments and income earned on all investments.

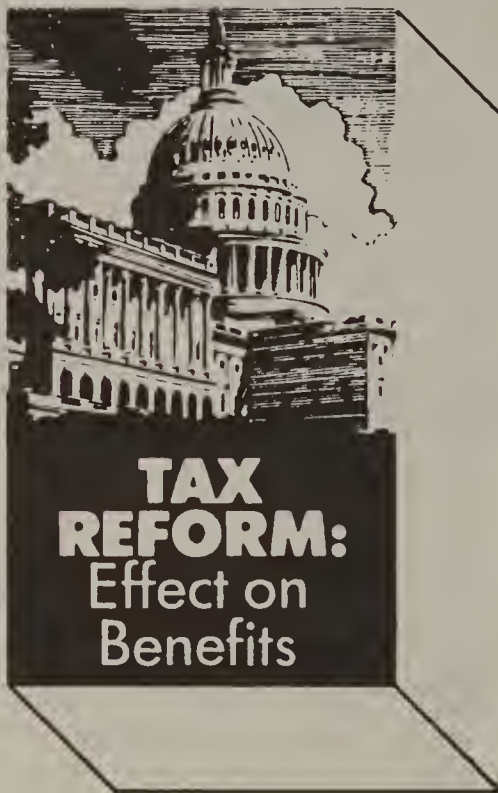
This rule will continue to apply to investments made before 1987. You can still withdraw the "unrecovered investment" from 1986 and earlier years without paying any tax.

However, distributions and withdrawals of investments made in 1987 and later years will be taxed using a new prorated method. Under the new method, any payout from company matching payments, deferred pay, vacation banking or related income will be fully taxable.

Regular employee contributions have already been taxed and do not include Deferred Pay Account savings. Any payout from investments purchased with regular employee contributions in 1987 or later years will be treated partially as a tax-free recovery of the

A distribution or withdrawal of \$3,000 will be treated as including a \$2,700 tax-free recovery from already-taxed employee contributions (9/10ths of \$3,000). The other \$300 will be treated as coming from the portion of the employee's account that has not yet been taxed (1/10th of \$3,000). And the taxable amount will be subject to the extra 10% income tax described earlier in this article.

GE benefits experts emphasize that these changes will require participants to study more carefully the tax impact of their decisions regarding distributions and withdrawals. They point out that designers of the Tax Reform Act made these changes to increase the attractiveness of using employee savings plans as vehicles for additional retirement income and longer-term savings.



employee's investment in the plan and partially as a taxable distribution of income earned on the employee's regular contributions.

Here's an example of how this prorated method will work. Assume an employee has \$9,000 in already-taxed employee contributions that were invested in 1987 or later years and no investments from 1986 or earlier years. In addition, assume that the employee's S&SP account has \$1,000 in income earned on the employee's contribution.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

Holiday pay distribution changes set

There will be some paycheck distribution changes for Motor and Transformer hourly and salaried employees



due to small "s" shutdowns, holidays and production lack-of-work days in December.

Hourly employees who are on shutdown during fiscal week 52 (Dec. 22-26) will get their fiscal week 50 paychecks on Friday, Dec. 19 instead of Wednesday, Dec. 24.

Hourly employees who will be working during fiscal week 52 will receive their week 50 checks on Tuesday, Dec. 23.

Checks for fiscal week 51 (Dec. 15-19) will be distributed on Dec. 31.

Specialty Transformer and Power Supply employees may pick up their checks in Building 18-1. All Motor Business hourly employees should report to the Taylor Street payroll office between 8 a.m. and noon.

Motor Business and Specialty Transformer salary pay checks for fiscal week 1, 1987, will be ready for distribution on Friday, Jan. 2. Salaried employees may pick up their checks in Personnel Accounting, Building 18-1, from 10 a.m. through noon Jan. 2. Checks not distributed will be available on Monday, Jan. 5.

Cash for Cards in progress

The Elex Club is now collecting money for its annual "Cash for Cards" program. Employees are encouraged to donate money they would otherwise use to send Christmas cards to friends.

Money raised is used to help needy GE families and pensioners only.

Please watch for the wrapped boxes circulating through your area, see your nearest Elex contact representative to make your donations or send a check to the Elex Office in the GE Club.

Also, those who know of GE families that are needy this Christmas are asked to send a letter to Lois Fuhrmann at the Elex Office. Identify areas where the family needs help, the number in the family, ages of the children and any other information describing the family's circumstance. This information is kept strictly confidential.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

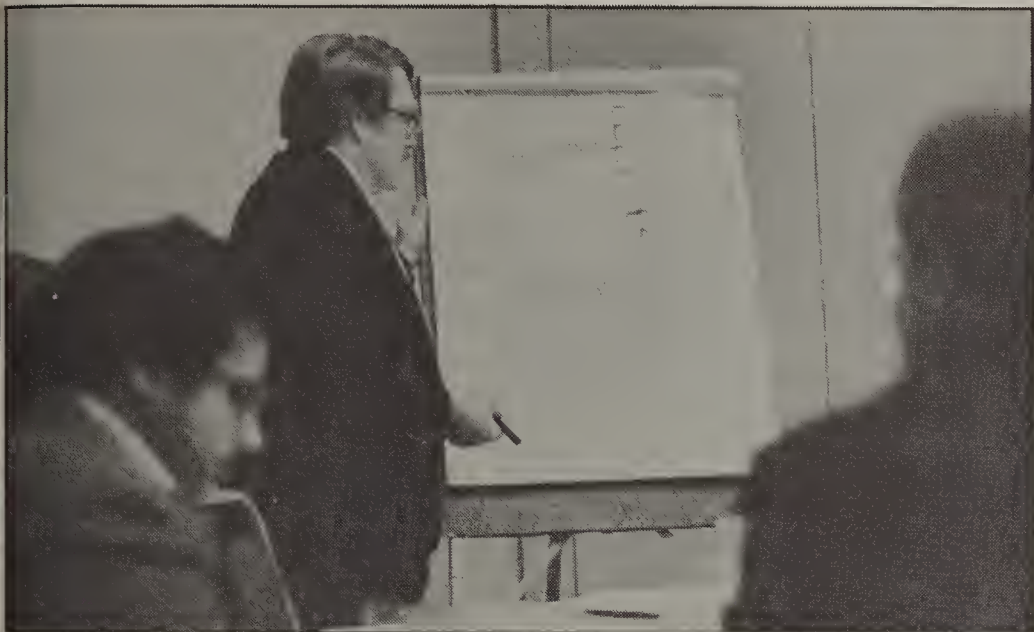
DECEMBER 11, 1986

FOR

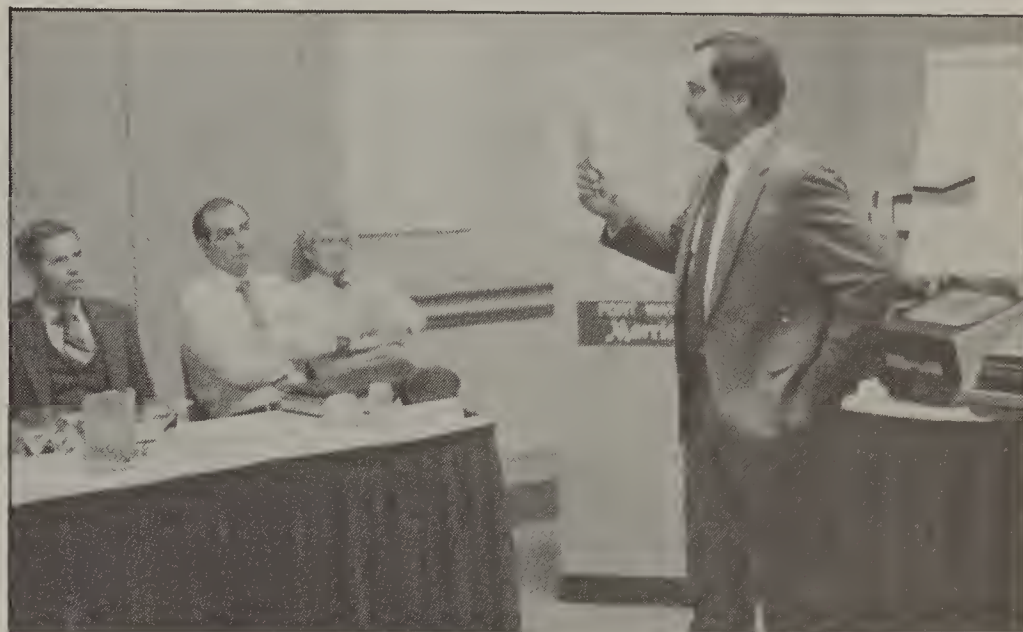
VOLUME 68, NO. 43

GENERAL PERIODICALS
NON-CIRCULATING

Employees learn common quality language



Gary Bearman, specialist - materials and process evaluation, leads a group of Motor Business employees from various functions in a quality-problem-solving exercise. This was part of a two-day ETQ workshop held recently in Fort Wayne.



Paul Dawley, manager of Advanced Quality and Excellence Through Quality, speaks to workshop participants about the importance of speaking a common quality language throughout the Motor Business.

"Why me?"

That's a question many Motor Business employees - particularly those whose jobs are not directly related to manufacturing - ask when called upon to participate in Statistical Process Control (SPC) and Quality Problem Solving training.

"One of the answers to that question is that our customers are now demanding evidence that we are using statistical quality techniques throughout our organization," said Paul Dawley, manager of Advanced Quality and Excellence Through Quality (ETQ). "They believe the only way we can provide a trouble-free motor, from field sales order to their receiving dock, is for our total organization to apply these

techniques. Their expectations are compatible with our experience. We know that these statistical quality techniques are necessary to provide designs which match process capabilities with what the customer wants."

Employees from various support functions recently participated in a two-day workshop in Fort Wayne. Unlike the in-depth 16-week ETQ training where quality techniques are applied in team projects, this workshop is designed to give participants fundamental knowledge of the techniques and their usage.

Workshop participants were exposed to four basic concepts: ETQ strategy and quality costs; quality problem solving techniques; process capability

and control; and control charts. Knowledge of these concepts prepares participants to move from Phase I of ETQ, during which employees learn the common quality language, to Phase II, when employees receive specialized quality training related to their specific function, and eventually to Phase III, when the use of statistical quality techniques becomes a way of life and we continually narrow process variability.

Quality evaluation

Speaking to the participants, Dawley told of a Motor Business customer which recently evaluated the quality of their motor suppliers, including the

Motor Business. The customer rated management commitment, quality assurance, product quality and the application of statistical quality techniques throughout each company.

"This evaluation is only one example of what an increasing number of our customers are doing to assure that we are meeting their quality requirements. We're putting the same demands on our suppliers. And we're finding that many of our suppliers already have or are putting in place statistical techniques to meet the quality requirements of other companies.

"The feedback we are getting from our customers tells us that our emphasis on quality must continue."

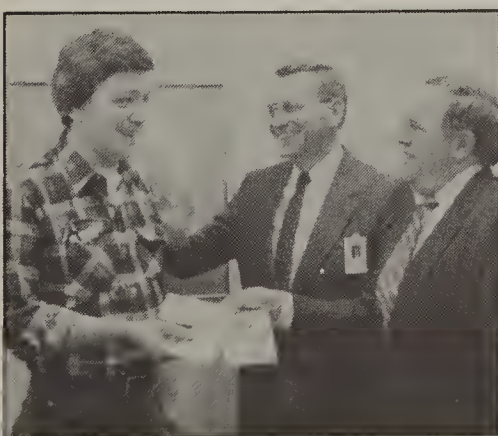
Bob Buehler earns \$4,884 suggestion award

"Suggestions like this one don't pop up every day," said Don Bussick, Motor Business Manufacturing manager, as he awarded Bob Buehler \$4,884.

Buehler, a machinist-toolmaker at Taylor Street, earned the suggestion award for modifying a lacing machine at Taylor Street. The modification enables the machine to lace large winding bundles which previously required tedious manual lacing. It significantly reduces the cost and cycle time of the operation and improves the quality of the lacing.

Buehler said he did most of the designing on his couch at home while watching late-night television. "I couldn't work on it around here; I was too busy."

"Plant Manager Pat Palmisano said, 'I wish we could have ideas like this one come along every day. We encourage this kind of creative thinking from all employees as we move further into our Self-Directed Workforce concept.'"



Manufacturing Manager Don Bussick and Plant Manager Pat Palmisano present Machinist-Toolmaker Bob Buehler with \$4,884. Buehler's suggestion significantly reduces the cost and cycle time of a lacing operation at Taylor Street and improves the quality of the lacing.



Buehler explains how he came up with the award-winning idea to Bussick and General Foreman John Pinnington.

New law changes taxes on S&SP lump-sum distributions

The Tax Reform Act of 1986 will change the tax treatment of Savings & Security Program (S&SP) "lump-sum distributions" made to plan participants when they retire or leave the Company.

A "lump-sum distribution" is the payment of an S&SP participant's full account following termination of employment because of retirement, death or any other reason, such as voluntary resignation. To qualify as a "lump-sum distribution," the full account must be paid out in one tax year.

Here is a summary of the changes affecting taxation of lump-sum distributions:

- The special ten-year forward-averaging method has been repealed for lump-sum distributions made on or after Jan. 1, 1987. Current-law provisions for long-term capital gains treatment of certain portions of lump-sum distributions will be phased out on a scheduled basis between 1988 and 1992.

- A new five-year forward-averaging method has been established for lump-sum distributions received in 1987 or later years by a participant who is age 59 1/2 or older. To qualify for this special treatment, the distribution recipient must have been an active participant in the plan during the five tax years prior to the year of distribution. This election can be made only once during the participant's lifetime.

- A special transition rule applies to participants who attained age 50 prior to Jan. 1, 1986 and who receive a

Those planning to leave GE soon should read this article carefully

lump-sum distribution in 1987 or later which would have qualified for ten-year averaging under the prior tax law. Under this rule, eligible recipients can choose either ten-year averaging using 1986 tax tables or five-year averaging using the tax tables in effect in the year of distribution. Those eligible can make this one-time election even if they have not yet attained age 59 1/2 when they receive the lump-sum distribution. However, the new 10% additional income tax on pre-retirement distributions made before the participant reaches age 59 1/2 will apply in most cases regardless of which averaging method is elected.

Special consideration for those terminating in 1986

GE tax experts note that another special rule applies to those who separate from the service of the company in 1986. If the lump-sum distribution is received on or before March 15, 1987, the participant may elect to treat the distribution as having been received in 1986.

Such an election could be attractive to an employee under age 59 1/2 with at least five years of participation in S&SP. The reasons: 1) the participant could elect the ten-year averaging method on his 1986 tax return, and 2)

the 10% additional income tax would not apply. The taxes saved by reporting the income on the 1986 tax return instead of the 1987 return could be very substantial. In addition, the participant would still retain the opportunity to elect five- or ten-year averaging in the event another lump-sum distribution is received from a qualified plan in a later year.

Employees planning to leave the company during the next few months should consider this if they have an option of terminating in 1986 or 1987. Homer Jennings, benefits manager, or Sandra Herbold, ACSO Relations representative, can provide additional information on how this special provision of the new tax law might affect an individual employee.

Use IRA "rollovers" to defer taxes

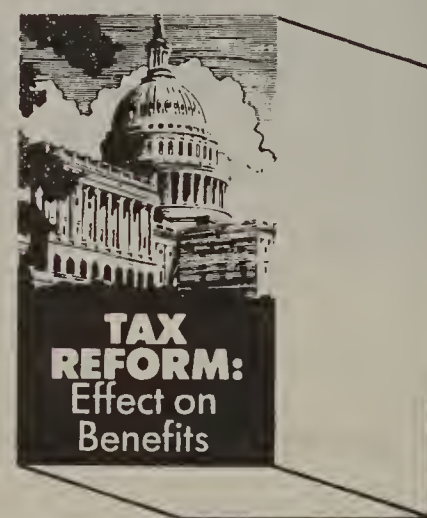
Lump-sum distributions made in 1987 or later to people under age 59 1/2 (except those who qualify for the special ten- or five-year averaging methods described above) will be subject to ordinary income tax plus a 10% additional income tax levied on pre-retirement distributions. The only way to defer the ordinary and additional income taxes is through the "rollover" of the taxable amount to an Individual Retirement Account (IRA) or another

qualified employer plan.

Recipients of lump-sum distributions are eligible to "roll over" or place the entire taxable portion of the distribution in an IRA account. Rollovers must be completed within 60 days following receipt of the last portion of the lump-sum distribution. A person making a rollover must use the same cash or securities received in the distribution or the money received from the sale of those securities.

Participants eligible for the ten- or five-year averaging methods described above can choose instead to roll over the taxable portion of the lump-sum distribution to an IRA.

The Internal Revenue Service will issue publications detailing these rules and describing how they apply. Participants receiving a lump-sum distribution are advised to read these publications and to consult with a personal tax advisor.



Deductible waived when GE employees buy generic drugs

The GE Connecticut General and Preferred Care plans waive deductibles when employees buy prescribed generic drugs. A generic drug is one that is chemically equivalent to a brand-name drug but much less expensive.

Employees who want to take advantage of this money-saving feature should use the following procedure:

1. Ask the doctor if a generic drug can be used in place of the drug he or she has prescribed. If it can be used, ask the doctor to write this on the prescription.

2. Once okayed by the doctor, ask the pharmacist to list the generic drug's National Drug Code (NDC) number on the prescription receipt. Pharmacists are familiar with the NDC codes.

3. Be certain the prescription receipt shows the name of the patient, the date the prescription was filled, the prescription number and NDC code and the price charged. The employee should also print "generic drugs" on the receipt.

4. Attach the receipt to a regular Connecticut General or Preferred Care

claim form and submit the claim in the normal fashion for medical insurance.

Helps claims processing

When employees follow the steps above, the insurance-claims payer will know they have purchased prescribed generic drugs. This way no deductible will be factored into the figuring of the benefits.

Employees will be reimbursed for 85% of the "reasonable and customary" charge for that drug - except for prescriptions given in the treatment of a mental or nervous condition for which the plan's benefits pay 50%.

As usual, employees can still submit insurance claims for brand-name prescription drugs. The claims administrator will check to see if the employee has met the Connecticut General Plan's yearly deductible of \$100 per individual or \$250 per family (for Preferred Care, the deductibles are \$50 and \$125). That deductible must be met before the employee can receive any cash-reimbursement benefits for the brand-name prescription drug.

GE NEWSLINE

GE employees help customers switch from Philips to GE light bulbs

WINCHESTER, Va. - GE employees at the Winchester plant recently had the opportunity to place light bulbs they make on the shelves of a high-volume customer. This occurred when Pergament Home Centers, a 35-store retail chain based in New York, switched from Philips to GE lamps.

Doug Haskins, GE's New York Sales district manager, explained that about 10 years ago GE lost the Pergament account to Westinghouse and has been trying hard since then to win back this valuable customer. In the meantime, Westinghouse sold its lamp business

to North American Philips.

He said that when Philips changed the name of its bulbs from Westinghouse to Philips, this presented an opportunity for Pergament to change to GE and capitalize on the quality and customer preference that GE enjoys. Pergament officials accepted GE's proposal.

Winchester employees were invited to New York to help with the change-over - first removing the Philips lamps from the shelves, then setting up GE display racks and stocking them.

GE lighting specialist decorates Washington's National Christmas Tree

WASHINGTON, D.C. - The National Christmas Tree in Washington is again being lighted by GE lamps. Frank LaGiusa, a senior lighting specialist at GE's Lighting Business Group in Cleveland, designed the tree's decorations for the 11th year.

President Reagan turned on the more than 5,200 lights used to decorate the tree.

To carry out the tree's "Liberty" theme, LaGiusa developed a red, white and blue color scheme for the 1986 tree.

Building 6-3 employees get house and safety award

Employees in Building 6-3 received a "Housekeeping and Safety" award this week for their combined efforts in cleaning up a die cast area that is no longer being used.

The award was presented by the Housekeeping and Safety Committee made up of hourly Manufacturing employees. The committee is one of seven Self-Directed Workforce "issue teams" at both Broadway and Taylor Street.

Each month, members of the committee inspect all areas for cleanliness and safety and give them a grade from 1 to 10. Then, as is the case with building 6-3 this month, the area which has improved the most is awarded a plaque. This plaque will be moved from area to area.

Other issue teams in Fort Wayne include: Goals and Results, Communication, Organizational Structure, Crafts Organizational Structure, and Crafts Interface with Production.



Building 6-3 employees who this week received the "Housekeeping and Safety Award" are (from left): Donna Treesh, Odessa Hawkins, Cliff Lane, Jim Morris, Billy Martin, Mike Kelker, Ron Rittenhouse, Don Ross, Dave Bazzinett, Tom Devine, Presch Wright, John Craighead, Chuck Kimmel, Byron Clayton and Bob Wyatt. Not pictured are Nate Shaheen, John Lapsley, John Patton, Lonny Wall, Bob Minnich and Rick Scretton.

Adlets

FOR SALE

- MARBLE TOP** w-faucets for 24" vanity, \$65. 456-3307.
- ANTIQUE OAK ROCKER**, buffet, walnut dresser, pot belly stove. 632-4733.
- WINTER CLOTHING**, szs. 14 & 16. 744-3199.
- 20' DRAPERY ROD**, wht, \$5. 486-4272.
- BEDROOM ENSEMBLE**: full-sz quilted bedspread, 2 pr. drapes - 48"x84", 2 full sets of sheets, like new, sm lt bl pattern. 422-3316.
- AKC SIBERIAN HUSKY PUPS**, ready for Christmas. 422-5781.
- FUEL OIL**, 200 gallons, 50¢ gal., free tank. 747-0231.
- 36" FRONT MOUNT SEARS SNOWBLOWER**, ex. cond., \$700 value, price \$275; plane ticket to Nashville, TN from Ft. Wayne, \$60, one way. 432-6406.
- 69 LINCOLN CONTINENTAL MARK III**, blk, loaded, perf. cond.; '77 Honda Accord, runs or parts. 489-3844.
- FLEXSTEEL SOFA-SLEEPER**, like new, bwn-rust-bge print, \$225. 637-6712.
- ADJUSTABLE CRUTCHES**, like new, \$25; ice fishing box, good, \$12; car top carrier, \$15. 447-5438.
- CHRISTMAS TREE**, wht, 6-½', w-4 sets lights, \$10. 744-6083.
- SMITH-CORONA ELECTRIC ADDING MACHINE**, \$15. 447-4066.
- ANTIQUE MAHOGANY DESK**, 7 dwr, \$120; 5 pc. Italian pecan dbl bed suite, \$210. 424-2973.
- CLOTHING**: Jr. girls, szs. 1-3; blk leather coat, sz. 38. 749-4130.
- RCA UPRIGHT FREEZER**, 16 cu.ft., 5 yrs. old, \$250. 447-1467.
- RUGS & PADS**, 11'x 15' & 4'x 6', celery, ex. cond. 432-7153.

WANTED

JUNK JEWELRY, non-plastic, any condition. 486-6007.

SERVICE

- LIVE MUSIC** for weddings, parties, any occasion. 432-9397.
- HOUSE CLEANING**, hrly rate, Mon-Sat. 486-4856.
- CONCRETE CONSTRUCTION** - basement wall/floor repair. 456-1187.
- PROFESSIONAL DJ & VIDEO** for you wedding party. 447-4447.
- TANNING** - 10 visits/\$35 for one month period, \$25 down + \$1/visit; exercise tbls, first visit free. 745-5357.
- BABYSITTING IN MY HOME**, days, south side. 744-0529.
- TEXTURED CEILINGS SPRAYED**, free estimates, reasonable. 1-344-1136.

Visit the
Building 21 branch

**FORT WAYNE
NATIONAL BANK**
that's my BANK

In memory

Shirley J. Richardson, 1607 Howell, died Nov. 26. She was a Production Dept.-Broadway employee.

Howard P. Arnold, 2209 St. Joe Center Rd., died Nov. 29. He retired from GE in 1962.

Stanley Gongaware, 3530 Burbank Dr., died Dec. 1. He retired from GE in 1981.

Roberta (Birdie) Buhr, 8014 Flutter Rd., died Dec. 2. She was on deferred retirement.

Betty J. Doehrman, Fremont, IN, died Dec. 2. She retired from GE in 1976.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

GE Club calendar - January 1987

- 1 Happy New Year
- 2 Beginning Square Dance Class, 7-11 p.m.
- 3 Whizzers Square Dance, 7-11 p.m.
- 6 Pensioners Euchre Club, 12:45-3:30 p.m.
- 7 Golden Squares, 12:30-3 p.m.
- 9 Beginning Square Dance Class, 7-11 p.m.
- 12 Elex Program
- 14 Golden Squares, 12:30-3 p.m.
- 16 Beginning Square Dance Class, 7-11 p.m.
- 17 Whizzers Square Dance, 7-11 p.m.
- 20 Bloodmobile - Bdwy Employees, 8-5 p.m.
- 21 Golden Squares, 12:30-3 p.m.
- 23 Beginning Square Dance Class, 7-11 p.m.
- 28 Golden Squares, 12:30-3 p.m.
- 30 Beginning Square Dance Class, 7-11 p.m.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Health-care no different than any commodity

Hospital administrator gives tips for being good health-care consumer

Why should people concern themselves with the price of health-care when their insurance company pays the bills?

"We often forget that each of us ultimately pays for our own health care despite the fact that we carry insurance," says David Ridderheim, executive vice president of Parkview Memorial Hospital.

"Higher health-care cost means higher insurance premiums our employer must pay. Higher premiums affect our employer's competitive ability, and that, in turn, affects jobs. In addition, each of us must pay a higher price for the products we buy - refrigerators, automobiles, utilities, food, etc. - because health-care costs are part of the product's cost."

Health-care services are no different than any other commodity. People should look for value the same as they would when shopping for a new car," he said.

He offered a few tips to help people become better consumers of health-care services.

- **Shop around.** Choose the doctor, hospital or pharmacy which offers the best combination of quality and price.

You might be surprised at the differences. Don't just go on recommendations from friends; ask qualified sources such as your company doctor, your insurance company or local referral services.

- **Read your bill.** Don't pay for anything you don't understand. It's your right to request information pertaining to these charges. If you question the hospital bill, your doctor will probably be able to assist you. Don't mistakenly assume that the doctor and the hospital have collaborated on the bill; that's not the way it works.

- **Ask questions.** Some people are afraid to "bother" the doctor. Remember, the doctor is getting paid good money to be bothered. If you don't understand your diagnosis or the doctor's method of treatment, ask him.

- **Get a second opinion** - especially for surgeries. Physicians are human beings with different viewpoints and training. Therefore, they may differ in their method of treating certain illnesses. Many insurance companies have added "second-surgical-opinion"



requirements. In my opinion, these requirements are necessary and serve the patient as much as they serve the insurance company.

- **Ask if your surgery can be done on an "out-patient" basis.** No sense paying hospital bills if you can be recovering at home.

- **Ask your doctor if the medicine he prescribes can be replaced with a generic.** (Editor's note: General Electric waives deductibles when employees use generic drugs. See article on page 2.)

- **Avoid weekend hospital admissions when possible.** In other words, don't let the doctor put you in the hospital before he goes off on a weekend ski-trip. Of course there are exceptions. (The GE Plan helps protect employees from unnecessary admission through its "Hospital Review" program.)

- **Use the hospital emergency room only for significant and true emergencies.** It's the place to go, for example, if you're having a heart attack or you've broken a leg. But emergency-room care is expensive and shouldn't be used for colds or other non-threatening conditions. Your personal physician should be your first contact for conditions that are not emergencies.

- **The best way to be a good health-care consumer is to avoid being one in the first place.** Take steps to avoid illness through good diet and regular exercise. Avoid stress or take measures to control it. And fasten your safety belt.

- **Remember that you are the customer.** The days of doctors or hospitals having the final say with no input from the patient are over. The past few years have brought many changes in the health-care industry and in the expectations of patients as consumers.

The days of doctors or hospitals having the final say with no input from the patient are over.

Westinghouse forming motor venture in Taiwan

ROUND ROCK, Texas - Westinghouse Electric Corp. has agreed to form a joint venture company with TECO Electric and Machinery Co. of Taiwan to engineer, test and market large motors under the name Westinghouse Motor Co.

The motors will be manufactured to

Westinghouse's specifications by TECO in Taiwan. Westinghouse will hold a majority interest in this joint venture.

Westinghouse will discontinue its manufacture of motors in Round Rock. Analysts said the Round Rock plant had been losing money for years.

The Westinghouse transaction is expected to result in layoffs next year for about 300 Westinghouse employees.

Another 150 employees are expected to be hired by the joint venture and remain in Round Rock to engineer, test and sell the motors.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Some eligible to increase S&SP investment

Some people will soon be eligible to increase their "basic savings" and the matching payment in the GE Savings & Security Program. They are those who have been participating in S&SP for three years and are entitled to a program payout when the current holding period ends Dec. 31.

Under S&SP, any employee can have basic savings of 1% to 6% deducted

from their pay to which GE will add \$1 for every \$2 the employee saves. The maximum basic savings can be increased to 7% after an employee has participated in S&SP for three years and becomes eligible for a holding-period distribution.

From 6% to 7%

Some S&SP participants will be

come eligible in January to increase their basic savings to the 7% maximum and the GE matching payment to 3.5% because they will have met the requirements.

To increase basic savings in January, eligible employees must submit new election forms in December. Forms for Motor and Transformer employees are available in Personnel Accounting, Building 18-1. ACSD

employees should go to their relations office. The increase is not done automatically; individuals must authorize it.

Before making any decisions concerning S&SP, you are urged to study the Savings & Security Program's provisions in the GE employee benefits booklets and the S&SP prospectus.



General Electric News

DECEMBER 18, 1986

FORT WAYNE

VOLUME 68, NO. 44

GENERAL PERIODICALS
NON-CIRCULATING

What are you hoping for in the year 1987?



Dot Thompson
assembler-solderer
ACSD

I'd like to see more love, peace and unity in the world. When there is love, people work together better.

I have high hopes for ACSD in 1987. I think we will meet our goals. I'll be hanging in there, and I know everyone else will too. I'm thankful to have a job here.

To all Fort Wayne GE employees

I'd like to take the opportunity during this Christmas season to thank everyone for making me feel at home here in Fort Wayne over the past few months.

For my family, the year has been



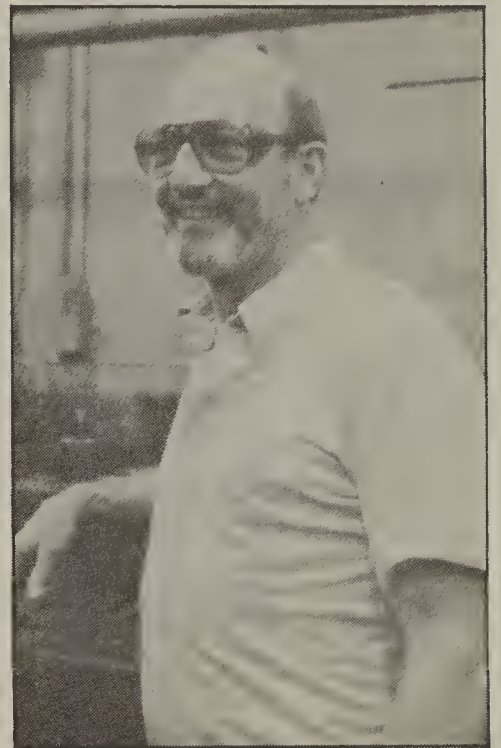
packed with activity and change as we've moved from Vermont to Connecticut to Fort Wayne. We're looking forward, as I'm sure you are, to a peaceful holiday.

Dan Lovinger, Specialty Transformer operations manager, and Dale Weaver, Aerospace Control Systems Department plant manager, join me in thanking each of you for your hard work and dedication in 1986. Much has been accomplished this past year for which we are all grateful.

During the holiday season I hope you will take time to relax with your family and friends as you share with them the beauty and meaning of Christmas. Have a merry Christmas and a happy new year.

Yours sincerely,

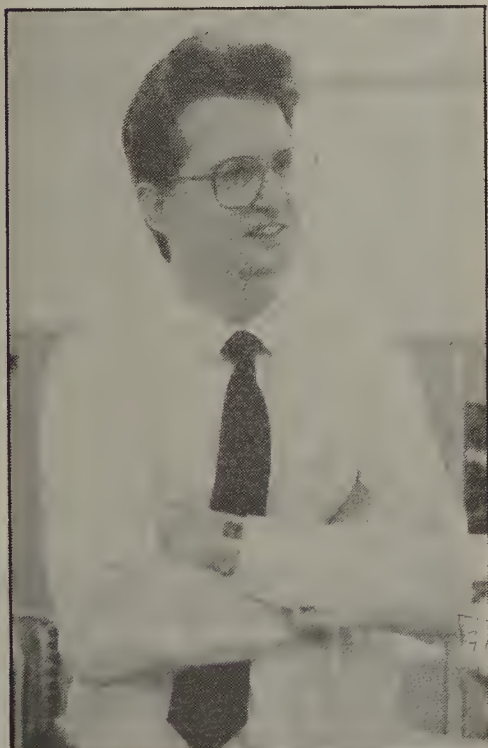
David C. Genever-Watling
Motor Business vice president and
area executive



Dick Shively
punch press operator, Taylor St.
Motor Manufacturing

I own a gift shop on the side. I'll be looking for ways to cut down on expenses and move more merchandise in 1987.

I hope to have a job at GE in 1987. I'd like to retire from here. I'm just looking for a good year overall.



Pete Naab
telesales specialist
Customer Service Operation

I'm hoping for good health and a prosperous year for the Motor Business.



Ravenna (Rusty) Hapner
instructor, Building 4-4
Motor Manufacturing

I'm hoping that my dad's cataract surgery in January goes smoothly, and that my daughter's 1987 goes better than her 1986 went.

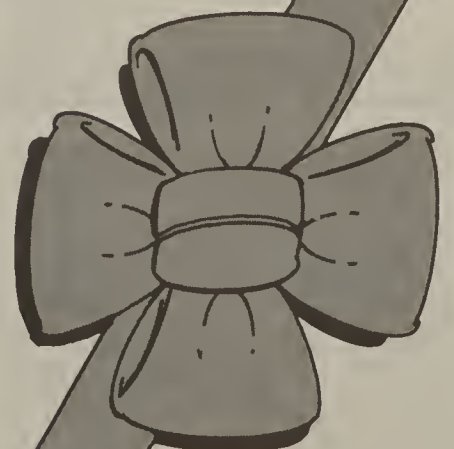
I also hope more people realize the gift of Jesus Christ throughout the year instead of just at Christmas.



Sharon Bynum
wage & salary administration clerk
Specialty Transformer Relations

I would like to see things level off here so employees can stop being concerned about losing their job, and instead concentrate upon how they can do their job better. I try to be positive about changes because they can bring about more good than bad.

**Merry Christmas
and
Happy
New Year**



Employees advance to pensioner ranks Jan. 1

Chester A. Smith retires with 36 years of service. He began as a tester in Building 17-4. He retires as manager of application engineering at Broadway.



Pauline J. Tracy retires with 36 years of service. She began as a winder at Taylor Street. She retires as a winder in Building 4-4. "Thanks to General Electric, I am retiring after 36 years. I hope to fish and help other people more."



Albert C. Slater retires with 38 years of service. He began as an assembler in New York, and retires as a technician in Specialty Transformer. "I think that GE is a good place to work. I have been fortunate to enjoy the good pay and excellent benefits."



William H. Oberwite retires with 43 years of service. He began as a stock accumulator in Building 6-2, and retires as a traffic clerk at Taylor Street. "I'll miss all the really nice people I've met and worked with during my years at GE. I hope to travel and enjoy life."



Helene Avery retires with 44 years of service. She began as an inspector in GPM, and retires as an inspector at Taylor Street. "Thank you GE for allowing me to spend 44 years with you. I will now become a full-time housewife and do some traveling."



Eunice M. Cook retires with 27 years of service. She began as a coil injector in Specialty Motor and retires as a tester in Specialty Transformer. "I have real satisfaction retiring from GE with its pension plan and benefits. Plans for the future are to take one day at a time and do lots of relaxing."



Eugene W. Galloway retires with 44 years of service. He began as an electrical tester in Specialty Transformer and retires as a lab technician in Specialty Transformer. "My wife and I plan on spending our retirement years in travel and generally doing what we please."



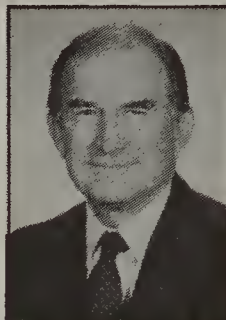
Dorothy I. Scherry retires with 25 years of service. She began as a finisher at Taylor Street and retires as a placer in Building 4-2. "The GE benefits have been great. It's been a good place to work. We intend to travel some, relax more and enjoy my pension days ahead."



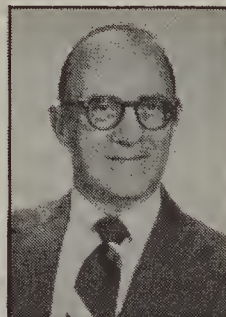
Glenn W. Bice retires with 43 years of service. He began as an annealer in Transformer and retires as a truck driver at Taylor Street. "I have enjoyed working with the many fine friends I have made over the years. Now I hope to do a lot of fishing and take one day at a time."



Beverly P. Miracle retires with 36 years of service. He began as a test engineer in Lynn, Mass., and retires as a Sr. sales and application engineer in Fort Wayne. "It's been great to know and work with so many good people at GE. Now is the time for other things - travel, golf, etc."



Emmett A. Rasor retires with 42 years of service. He began as a stock accumulator in Building 8-1 and retires in quality control in the Wire Mill. "While working for GE, I had a feeling of security. The insurance program and S&S Program provide for the family in many ways. After retirement I plan on helping my family and doing volunteer work."



Also retiring

Other Jan. 1 retirees are William L. Abel, Sr., Components Sales Department; Richard E. Bierbaum, Motor Manufacturing, Broadway; Max J. Brickley, Transformer Production; Corine B. Brooks, Motor Manufacturing, Building 6-4; Eugene B. Haifley, Motor Manufacturing, Building 4-2; Adeline R. Johnson, Motor Manufacturing, Building 6-4; Eugene B. Kelsey, Taylor Street Manufacturing; Gerald J. Knight, Motor Manufacturing, Building 4-2; Robert D. Longley, Wire Mill; Harry L. Patterson, Employee Relations; Vera E. Paul, Motor Manufacturing, Building 6-2; Richard J. Sholl, Motor Manufacturing, Broadway; Allene V. Tew, Taylor Street Motor Manufacturing; Bonnie Wolf, Motor Manufacturing, Building 4-2; Floyd H. Wright, Motor Technology; and Louise E. Wynn, Wire Mill.

BRIEFS

Gate schedule set

Certain Fort Wayne GE gates will not be open regular hours during the holidays.

All gates except Taylor Street west and Broadway west gates will be closed Dec. 24-28 and Jan. 1 and Jan. 2.

The Fairfield gate and the East Broadway reception center will close Friday, Dec. 19 in the afternoon and not reopen until Jan. 5.

The Lindley gate will be open on Saturday, Jan. 3.

Gates will be open for business as usual on Dec. 29th, 30 and 31.

EAP moves to Park Center

Dag Arnold, Employee Assistance Program counselor, can be contacted during shutdown at his Park Center office, 482-9111. Those in need of assistance over the holidays should call Arnold to arrange a time and place to meet.

Next GE News Jan. 8

The next issue of the GE News will appear Jan. 8. Adlets for this issue will be due on Monday, Jan. 5.

Cafeteria schedule set

All Fort Wayne Motor and Transformer cafeterias will serve their last meal of the year on Dec. 19 and not reopen until Jan. 5.

Elex chapter gives \$150 to children's home

The Partizan Chapter of the Elex Club recently contributed \$150 to the Crossroads Children's Home. The money will be applied to Crossroads' Christmas Fund which is used to buy gifts for their young residents, many of whom will not have any other family Christmas celebration.

The money for the special gift was earned by selling chances on an afghan made and donated by Partizan member Erme Dauscher.

8.5% is announced rate for 1987 HP Fund Savings

An expected annual interest rate of 8.5% for 1987 savings under the Savings & Security Program's Holding Period Interest Fund (HP Fund) was announced Dec. 5.

Employee savings and GE matching payments invested in the HP Fund during 1987 - whether placed in regular savings or the Deferred Pay Account - will receive the new expected 8.5% annual interest rate. This rate applies for the entire holding period for 1987 HP Fund investments. In addition, the interest earn-

ings credited in 1987 for HP Fund savings of any previous years will be reinvested at the 1987 rate of 8.5%. The holding period for 1987 S&SP savings ends Dec. 31, 1990.

Tom Burns, GE manager of employee benefits, explained that HP Fund savings invested in years before 1987 will continue to earn interest at the rate applicable to those years. Here's how the expected annual interest rates for prior investment years compared to the actual year to date earned rates through Oct. 1986.

Investment Year	Expected Rate	Y-T-D '86 Earned Rate
1983	13.5%	13.60%
1984	12.75%	13.20%
1985	12.50%	12.90%
1986	9.50%	10.70%

The S&S Program provides that if the actual rate of interest varies from the announced rate for a particular year, HP Fund investments for that year will receive the actual rate earned.

"It is not necessary to file a request

to keep your savings going into the HP Fund if you are already investing in the fund," Burns explains. "Your investments will continue going into the HP Fund automatically at the new 8.5% rate unless you complete and file an S&SP change of investment form."

To change investments or enroll in S&SP, it is necessary to obtain a request form from Personnel Accounting, Building 18-3 or ACSD Relations. Complete and return the form to these locations.

Tips for pensioners

Senior citizens should protect against flu, pneumonia

Here's a common fallacy that's nothing to sneeze at: "Flu is pretty much like the common cold."

Many of us think of flu and pneumonia as diseases that last a short time and then go away. For most healthy people, this is true.

But flu and pneumonia are really killer diseases. They are, in fact, among the top killers of adults. Each year, tens of thousands of Americans - pri-

marily the elderly and those who already have other illnesses - die from flu and pneumonia.

But a large number of flu and pneumonia victims need not die. Nor must they suffer the discomfort of these diseases.

Public health officials strongly urge the elderly and others at high risk of the flu and pneumonia to take these

simple steps.

- Be vaccinated against both diseases.

- At the first sign of a flu outbreak, take the anti-viral drug amantadine.

These two steps could save your life, according to the National Foundation for Infectious Diseases in Bethesda, Md.

Flu protection is especially important this year. A new strain of Asian

flu virus is sweeping the Far East and is headed toward the U.S, this is why two flu shots are recommended this year - one for the standard viruses and one for the new virus.

The best advice to keep healthy and keep active this year: ask your doctor about getting shots and amantadine as soon as possible. Most infectious diseases can be prevented with the right precautions.

Employees reminded of pay distribution changes

Motor and Transformer employees are reminded of the changes taking place in pay distribution due to small "s" shutdowns, holidays and production lack-of-work days.

Hourly employees who are on shutdown during fiscal week 52 (Dec. 22-26) will get their fiscal week 50

paychecks on Friday, Dec. 19 instead of Wednesday, Dec. 24.

Hourly employees who will be working during fiscal week 52 will receive their week 50 checks on Tuesday, Dec. 23.

Checks for fiscal week 51 (Dec. 15-

19) will be distributed on Dec. 31. Specialty Transformer and Power Supply employees may pick up their checks in Building 18-1. All Motor Business hourly employees should report to the Taylor Street payroll office between 8 a.m. and noon.

Motor Business and Specialty

Transformer salary pay checks for fiscal week 1, 1987, will be ready for distribution on Friday, Jan. 2. Salaried employees may pick up their checks in Personnel Accounting, Building 18-1, from 10 a.m. through noon Jan. 2. Checks not distributed will be available on Monday, Jan. 5.

Adlets

FOR SALE

MAYTAG SQUARE TUB WASHER. 744-5819.
PIONEER AM-FM CASSETTE STEREO, equalizer, spkrs, \$200. 485-7512.
ICE SKATES: ladies, szs. 6, 7, 9,; men's, szs. 7, 9, 11, ex. cond., \$10/pr. 747-3871.
'77 T-BIRD, 69,000 miles, good cond, new tires, AM-FM stereo, grey w-red pin stripes, \$1,000 or best offer. 432-8529.
THREE BEDROOM HOUSE, 3413 Plaza, bsmt, dbl garg, \$20,500, FHA \$250/mo. or rent, \$300/mo. 432-2948.
MAN'S 26" BIKE, 5 spd, like new; screw type ice auger; Cabbage Patch dolls; Christmas tree std. 422-5258.
SEASONED FIREWOOD, 1-1/2 rank, \$50, you haul. 432-1246.
KENMORE DISHWASHER, hrvt gld. 747-6264.
LADIES BOOTS, bwn, sz. 8, ex. cond. 483-5672.
TEXAS INSTRUMENT COMPUTER 994A, some children's software, \$60. 432-7877.
'81 CITATION, 4 dr., pwr brks & strg, air, cruise, tlt, \$1,700 or best offer. 432-8633.
ANTIQUES: oak rocker, potbelly stove, oak lead glass bkcase. 632-4733.
GE WASHER & DRYER, hvv duty, wht; dryer needs htg element. 747-4304.
'78 AMC CONCORD, runs good, \$500; snow blower, elec. starter, \$250. 426-4485.

RCA UPRIGHT FRZR, 16 cu. ft., 5 yrs. old. 447-1467.
TAPPAN DOUBLE OVEN RANGE, cprtne, \$300; call aft. 4 p.m. 432-2213.
FIVE SPEED SCHWINN STINGRAY FAST-BACK BIKE, ex. cond., \$45. 622-7611.
PIANO, walnut, ex. cond. 484-6756.
'78 IMPALA, runs good, looks good, \$1,400 or best offer, aft. 6 p.m. 486-3500.
FIREPLACE INSERT w-FIREBRICK, nvr used, \$200. 744-4808.
LOWREY ORGAN w-Genie chords & bench, orig price \$1,200, sell, \$400. 638-4768.
SKI EQUIPMENT: Hanson ladies boot, wht, sz. 6; men's complete outfit, sz. 9. 432-6287.
CROCHETED NECK SCARVES & other items. 447-2280.
BOY'S WINTER COATS, sz. 8, \$3 & \$12. 432-8644.

WANTED

MAGNETIC CB ANTENNA FOR CAR, under \$10; call Mon or Thurs eve. 486-3901.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
EIGHT TRACK RECORD SYSTEM. 744-3614.

FOR RENT

ONE BEDROOM APT., wshr/dryer, dishwshr, \$325/mo. 486-9833.

SERVICE

HOUSE CLEANING, hrly rate, Mon-Sat. 486-4856.
LIVE MUSIC for weddings, parties, any occasion. 432-9397.
CONCRETE CONSTRUCTION, basement walls/floor repair. 456-1187.

SWEETCAKES THE MAGIC CLOWN SHOW - fun Christmas parites, all ages, live animals. 745-1545.

FREE

STANDING TIMBER, Poplar, all sizes; you clean up. 639-3826.
CHRISTMAS KITTENS, litter trained, four left. 424-6426.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Plan procedures reviewed

The following is a summary of the Hospital Review/Second Surgical Opinion procedures employees covered under GE's Connecticut General Plan must follow in order to receive full Plan benefits for non-emergency hospital admissions or surgeries.

For non-emergency hospital admission without surgery...or with surgery not requiring a second opinion...

1. Give a Hospital Precertification Form (found in the HR/SSO information kit) to your attending doctor.

2. Your doctor must complete the form and send it to the Hospital Review Office at least two weeks before admission - or your doctor may call the Hospital Review Office using the toll-free number listed on the back of the Plan I.D. card.

3. The Hospital Review Nurse at Connecticut General will either approve full Plan benefits or refer questions about your admission to the Hospital Review Doctor who will call your doctor to discuss your care in more detail.

4. If your admission is certified, the Hospital Review Nurse will notify you, your doctor and the Hospital.

For non-emergency surgery requiring a second opinion...

1. Call the toll-free number on the Plan I.D. card for Surgical Review and ask for the Surgical Review Nurse.

2. The Surgical Review Nurse will send you the Second Surgical Opinion claim form you'll need, along with the names of three Board-certified internists or surgeons.

3. You must then choose a Board-certified doctor, either one of those recommended by the Surgical Review Nurse or one of your own choice, and obtain a second opinion. The doctor you consult will advise you of his or her recommendation.

4. If you decide to have the non-emergency surgery, you must notify the Surgical Review Nurse at the same toll-free number you called in step 1. The Surgical Review Nurse will confirm and record your decision and also notify the Hospital Review Office if hospitalization is necessary.

5. If your admission is certified, the Hospital Review Nurse will notify you, your doctor and the hospital.

Tax reform repeals ESOP credits; final additions to employee accounts to be made in February 1987

The Tax Reform Act of 1986 has repealed the payroll-based tax credits used to purchase GE stock for employees under the GE Employee Stock Ownership Plan (ESOP).

As a result, the last company contributions will be made to the ESOP accounts of eligible employees in February 1987. This contribution will be equal to one-half of 1% of 1986 compensation.

used to fund the plan. Under the Tax Reform Act, the tax credit has been repealed for compensation paid on or after Jan. 1, 1987.

Stock previously credited to an employee's ESOP account will remain to their credit. The plan provides that shares are paid out at retirement or when an employee leaves GE for another reason.

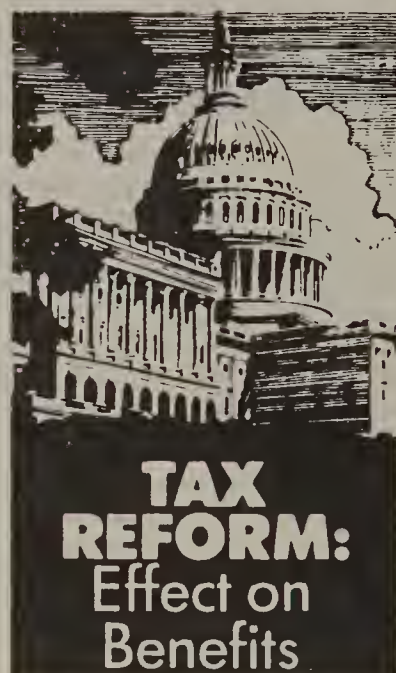
Based on special tax credit

GE's ESOP, established in 1979, is similar to employee stock ownership plans sponsored by many other employers. ESOPs are based on special tax credits made available under the current tax law. The tax credits must be used to purchase the employer's stock.

GE ESOP participants are credited with their proportionate share of GE stock purchased under the plan. Each employee's credits are based on one-half of 1% of the prior year's employee accounts. In addition, GE's quarterly stock dividends, currently 63 cents a share, are reinvested in additional shares of GE stock and also held in the individual's ESOP account.

Ends with loss of tax credit

Under the provisions of GE's ESOP, the company's contributions end if the federal government stops the tax credit



BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801

NEWSLINE

Canadian-Japanese venture means more competition for Transportation business

MONTREAL - Bombardier, a Canadian maker of mass transit, rail and other transportation equipment, has formed a partnership with Hitachi Ltd. of Japan to design and market diesel-electric locomotives.

This action means more competition for GE's Transportation Systems Business Operations at a time when the worldwide market for locomotives is depressed.

The agreement permits the companies to submit joint proposals for the supply of locomotives using diesel engines from Bombardier and electrical systems from Hitachi. The locomotives can be built in either Canada or Japan, depending on the contract and the cost of production.

In 1985 Bombardier stopped making locomotives because of a lack of orders but continues to produce diesel engines. The agreement with Hitachi provides a new market for Bombardier's diesel engines and opens the door to resuming locomotive production.

STARTLING FACT

EACH YEAR, GE AND RCA BUSINESSES OVERSPEND GETTING "GOOD DEALS" FROM SUPPLIERS FOR EARLY DELIVERY OR VOLUME DISCOUNTS. THESE DOLLARS, LAID END TO END, WOULD CIRCLE THE EARTH TWO TIMES!



"GOOD DEALS" IMPACTING INVENTORY ARE BAD!



JAN 26 1987

GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

JANUARY 8, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 1

Emerson Electric to acquire Liebert Corp.

Emerson Electric, top competitor of the Motor Business, has agreed to acquire Liebert Corp., a large customer of the Motor Business, for about \$430 million, the *Wall Street Journal* reported recently.

"We're not sure what impact, if any,

this will have on the Motor Business," said Gene Andert, sales-planning specialist in the Components Sales Department, "but it's usually not good news when your top competitor buys one of your customers, especially one as valuable to us as Liebert."

Liebert, a maker of computer-support

systems, buys 40-frame motors made at Taylor Street and Juarez, Mex., appliance controls and other General Electric Products sold by CSD. It uses motors and other electrical components for cooling systems in computer rooms.

Emerson's Copeland subsidiary cur-

rently supplies compressors for these systems.

Andert noted that the Liebert acquisition is the latest in a series of Emerson buyouts affecting the Motor Business, the most recent being its purchase of Copeland earlier in 1986.

Insurance company sets '87 rates for Long-Term Disability Insurance

Metropolitan Life Insurance Co., the insurance carrier for GE's Long-Term Disability Insurance Plan, has notified General Electric of the payroll-deduction rates to be in effect throughout 1987. One rate drops from 1986; the other stays the same.

Hourly people with 14 years or more of pension qualification service will pay \$4.50 a week for Long Term Disability Insurance coverage. This is 50 cents less than the 1986 rate of \$5.

Hourly people with less than 14 years of pension qualification service will pay 0.9% of normal straight-time weekly earnings for LTDI - the same

rate as in 1986.

For those not in the GE Pension Plan, continuous service is substituted for pension qualification service when determining an individual's cost for LTDI.

Experience-rated plan

LTDI is an "experience-rated" plan. Its cost to participants varies depending upon how many employees are in the plan and the plan's liability for payments because of long-term disabilities. Some years the rates go up; other years they stay the same or go down.

Homer Jennings, benefits manager, points out that the Long Term Disability Insurance Plan aims to provide income to GE hourly people when they are disabled and have used up their weekly sickness and accident benefits under the GE Insurance Plan.

"LTDI assures participants they will have - from LTDI, Social Security and certain other sources - an income of at least 50% of their normal GE earnings until at least age 65, provided the participant remains totally disabled as defined by the plan.

Continued on Page 2.

November's S&SP report

Here are the prices used to credit Savings & Security Program accounts in November.

GE stock, \$78.664; S&S Mutual Fund, \$42.819; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund \$12.58.

Year-to-date annual income rate for the HP Fund was 13.6% for '83 investments, 13.2% for '84, 12.9% for '85, and 10.7% for '86.

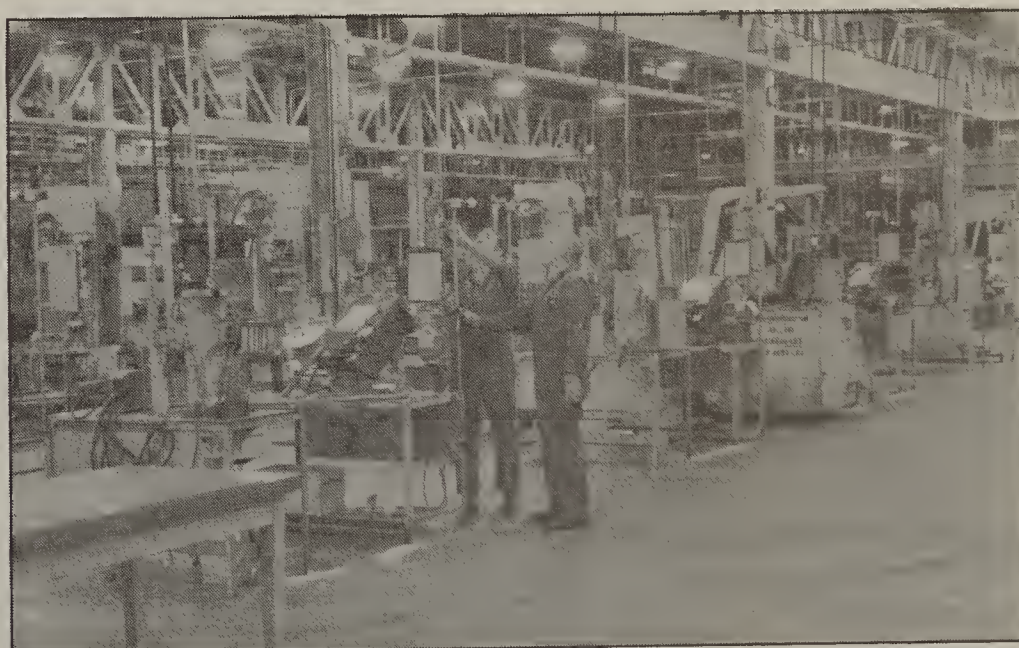
LT Fund's YTD annual reinvestment income rate was 9.8%; and for the Money Market Fund 7.1%.

before



This is what the Taylor Street winding and finishing area looked like after maintenance employees had removed equipment.

after



Bob Marshal and Max Christensen hook up gas and oxygen to a connect and weld station after the equipment had been moved back into the area.

Maintenance employees complete rearrangement at Taylor St.

Maintenance employees completed a major rearrangement of the Taylor Street winding and finishing areas during shutdown. The rearrangement was done to smooth work flow, reduce cost and improve productivity in the area.

Gene Trabel, maintenance supervi-

sor, said every Section 14 and two Broadway maintenance employees took part in the project.

"The guys worked extremely hard," Trabel said. "They moved 75% of the equipment out of two bays so that concrete flooring could be poured, and then moved it back again after the

concrete had hardened. It was a super effort."

Trabel also credited Facilities Engineer Mark Foellinger and Manufacturing engineer Les Fogle who did the preliminary layouts for the project. "They stayed here and worked hand in hand with us."

Other projects, most of which were preventive maintenance necessary for keeping Manufacturing operations functioning properly, were completed at Taylor Street, Broadway and the Wire Mill.

Jim Webber, maintenance manager,

Continued on Page 2.

Social Security tax rate unchanged

Deductions from GE employees' paychecks for Social Security tax will be 7.15% of 1987 earnings up to \$43,000. By law, General Electric matches every employee's payment into this federal system.

In 1986, the rate was also 7.15%, with the maximum taxable amount being \$42,000. The maximum tax in 1987 will be \$3,131.70 - an increase of \$128.70 from 1986.

The amount Social Security re-

cipients can earn without losing benefits increases from \$5,760 to \$6,000 in 1987 for those under age 65, and from \$7,800 to \$8,160 for those 65 through 69 years old.

Social Security has become this country's most important financial protection plan. While usually thought of as providing retirement income for individuals, money paid into the system is also used to provide Medicare, disability and death benefits.

Maintenance

Continued from Page 1.

said there was limited time to complete projects this year because there were more holidays than normal.

"Many of our people had to sacrifice

personal time so that we could get everything done," he said. "As it turned out, we had a very successful shut-down."

Rates set for LTD Insurance

Continued from Page 1.

Jennings suggests that anyone not enrolled for this insurance talk to those who have been out of work long enough to receive LTDI benefits.

"These are the people who know firsthand the real value of this plan," he commented. "Unfortunately, there are also a few people who can testify how sorry they were that they were not in the LTDI plan at a time when they needed its benefits."

Those who did not enroll for LTDI when they were first eligible or have dropped out may apply for coverage by providing proof of good health satisfactory to the insurance company. Before applying, one should read about the plan in the benefits booklets.

GE salaried people aren't eligible for this particular LTDI plan but can participate in a similar plan called the Long Term Disability Income Plan. The 1987 rate for this salaried plan will be announced soon.

Dependent Life Insurance to cost more in 1987

Both of GE's Dependent Life Insurance plans - one for hourly and nonexempt-salaried employees and the other for exempt salaried employees - have higher employee-contribution rates in 1987.

Hourly and nonexempt-salaried people will pay 65 cents a week (five cents more than in 1986) for Option 1 coverage; \$1.30 a week (10 cents more) for Option 2 coverage; and \$1.95 a week (15 cents more) for Option 3 coverage.

Exempt-salaried people in 1987 will pay \$1.50 a month (25 cents more than '86) for Option 1 coverage; \$3 a month (50 cents more) for Option 2 coverage; and \$4.50 a month (75 cents more) for Option 3 coverage.

Three options

Option 1 provides for spouse coverage of \$5,000, and \$1,000 coverage for each dependent child. Option 2 pro-

vides \$10,000 in spouse coverage and \$2,000 in coverage for each dependent child. Option 3 offers \$15,000 in spouse coverage and \$3,000 in coverage for each dependent child.

For example, if a married employee with four children has Option 3, there is \$15,000 life insurance on the spouse and \$3,000 on each of the four children.

These are "experience-rated" plans, with the cost of coverage borne entirely by participating GE employees, except for GE's administrative work related to the plans.

Analysis of claims

The 1987 rates are based on an analysis by the carrier (Metropolitan Life Insurance Co.) of claims incurred in 1986 and projections for 1987.

Those wishing to enroll for this dependent insurance or to change the amount of their coverage can obtain an application form by requesting it from their supervisor.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Adlets

FOR SALE

'77 CAMARO LT, rebuilt trans, good tires, new batt., runs good, \$850 or offer. 489-9760.

'81 MALIBU CLASSIC, 50,000 miles, ex. cond. 747-2994.

'79 MUSTANG, 3 dr., 4 spd., AM-FM, nice. 432-9325.

LADIES COATS: sz. 16, \$5; sz. 12 Jr., \$10. 747-5461.

SNOWMOBILE TRAILER, 2 place, spare tire, needs new top. 1-419-363-3694.

FIREPLACE INSERT w-FIREBRICK, nvr used, \$200. 744-4808.

'78 MALIBU, 85,000 miles, clean, V6, 4 dr., \$1,050. 493-2915.

GOLD COCKER SPANIEL, 9 mos. old, has shots, \$45; '74 Mustang, \$200. 489-9453.

'81 CITATION, 4 dr., 4 spd., pwr brks & strg, air, cruise, tilt, \$1,700 or best offer. 432-8633.

FURNITURE: sofa bed, orange; 2 swvl chairs, bge.; footstool, good cond. 489-4246.

RCA UPRIGHT FREEZER, 16 cu. ft., 5 yrs. old. 447-1467.

'73 CHEV. PICKUP, auto, 350 eng., 70,000 miles, rusty, \$325. 639-3404.

'77 HONDA ACCORD, new tires, runs, \$300; '69 Linc. Cont. Mark III, blk, ex. cond., \$4,000 or best offer. 489-3844.

'56 GE DELUXE ELECTRIC RANGE, 40", turquoise. 747-4304.

WATERBED, sgl, full motion matt., \$125. 432-3274.

17" JACOBSEN SNO-BLITZ BLOWER, good cond., \$240 value, price \$75. 489-5610.

5'x10' FLATBED UTILITY TRAILER, stl, \$235 or offer. 426-2631.

SNOW TIRES on Dodge whls, 78 x 14, \$30 or best offer. 483-0930.

SEARS MATTRESS & BOX SPRINGS, full sz., metal frame & hdbd, ex. cond., \$150. 432-4611.

PINCORELECTRIC ALTERNATOR, 110/220 V, 5500W. 1-356-5800.

WEIGHT SET, 230 lbs., w-bench, two barbells, three dumbbells, \$100. 486-3642.

'76 FORD MUSTANG II, \$750; call aft. 5:30 p.m. 747-2723.

14" RIMS, 2, one w-good spare tire, \$35. 426-3270.

'76 CUSTOM CRUISER WAGON, ex. cond., no rust, \$1,450. 432-0856.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SERVICE

HOUSE CLEANING, hrly rate, Mon-Sat. 486-4856.

EXPERT PAINTING, experienced, free estimate. 424-0277.

SWEETCAKES THE MAGIC CLOWN SHOW w-live animals; laughs for all ages & occasions. 745-1545.

HANDYMAN SEEKS ODD JOBS, Tom. 447-5402.

EXERCISE TABLES, first session free, tanning \$25/mon., \$1/visit (Jan.) 745-5357.

BASEMENT WALLS/FLOOR REPAIR - concrete, block, brick. 456-1187.

PROFESSIONAL DJ & VIDEO for your party, wedding, etc., "Musicman." 447-4447.

LIVE MUSIC for weddings, parties, any occasion. 432-9397.

Elex calendar - January

12 Brown Bag Super and Bingo-style card party, 4:45 p.m., GE Club.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

In memory

Robert F. Schulte, 7023 Piegan Place, died Nov. 19. He retired from GE in 1978.

William K. Gregg, 2445 Fairfield Ave., died Dec. 4. He retired from GE in 1964.

Arthur C. Bottoms, Sr., Harlan, died Dec. 6. He retired from GE in 1963.

William D. Dunmlre, 1030 Maxine Dr., died Dec. 8. He retired from GE in 1981.

Ruth L. Van Osedale, 1802 Neuhaus Dr., died Dec. 12. She retired from GE in 1962.

Richard E. Snyder, Sebring, FL, died Dec. 14. He retired from GE in 1972.

Claribell Sapp, 3636 Newport Ave., died Dec. 19. She retired from GE in 1954.

Walter M. Kreg, 6701 S. Anthony Blvd., died Dec. 20. He retired from GE in 1960.

Carlton W. Kirbach, 202 E. Maple Grove Ave., died Dec. 21. He retired from GE in 1961.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Prevent plant closing

JAN 26 1987

AnaMag workers vote in wage, benefit concessions

Plans to close the AnaMag wire mill in Shelbyville changed Dec. 10 when union employees voted to take wage and benefit concessions to keep the plant operating and save their jobs, the **Shelbyville News** reported recently.

The concessions included pay cuts of 20 percent on the average hourly wage of \$9.25 (making the average

\$7.40 per hour), easing of contract restrictions, and a reduction in insurance premiums paid by the company.

AnaMag management had announced in November that the plant would close permanently Christmas Eve because of excess capacity and the "deteriorating condition of the magnet wire industry."

On Dec. 19, after workers had agreed

to concessions, officials announced that 40 hourly employees, nearly half the workforce, would be laid off after the plant's regular Christmas shutdown.

According to the news article, Plant Manager John Kimmel said that although concessions were helpful, "volume of business is still not there. We just don't have the volume we need. The company will do everything

it can do to regain the market share to get people back to work."

AnaMag, like GE's Fort Wayne Wire Mill, produces magnet wire for motors and transformers. Its customers include Delco Remy, Singer, A.O. Smith and the General Electric Motor Business.

General Electric sold the Shelbyville facility to AnaMag in 1983. Many former GE people still work there.



Ge

GENERAL PERIODICALS
NON-CIRCULATING

ic

News

JANUARY 15, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 2

Fort Wayne GE Wire Mill struggles amid 'dog-eat-dog' competitors

AnaMag's recent layoffs and compensation cuts, and plant closings and consolidations at several other U.S. wire mills, including GE's wire mills in Pittsfield, Mass., and Schenectady, N.Y., indicate trouble in the magnet wire industry. According to Jack Reith, Fort Wayne GE Wire Mill manager, the problem is overcapacity resulting from depressed market conditions and foreign competition.

"When you produce only 50 to 60 percent of the wire you're capable of producing, base costs kill you," he said. "It's like owning an eight cylinder engine with only six cylinders working: you lose efficiency."

The trick to staying competitive is

to run wire mills as close to capacity as possible in order to avoid being smothered by base costs. That, said Reith, is how the Fort Wayne Wire Mill so far has stayed alive during a time when many magnet wire makers are being forced to call it quits.

"We've kept our current customers (which include GE's Motor Business operations, Specialty Transformer Operations, and the Ballast Business Department) because of our ability to provide on-time delivery, low price and top quality," he said. Investments made in state-of-the-art machinery in 1984 have helped the Wire Mill be competitive in these areas. As a result, it is currently running at high capac-

ity and has added about 20 hourly employees.

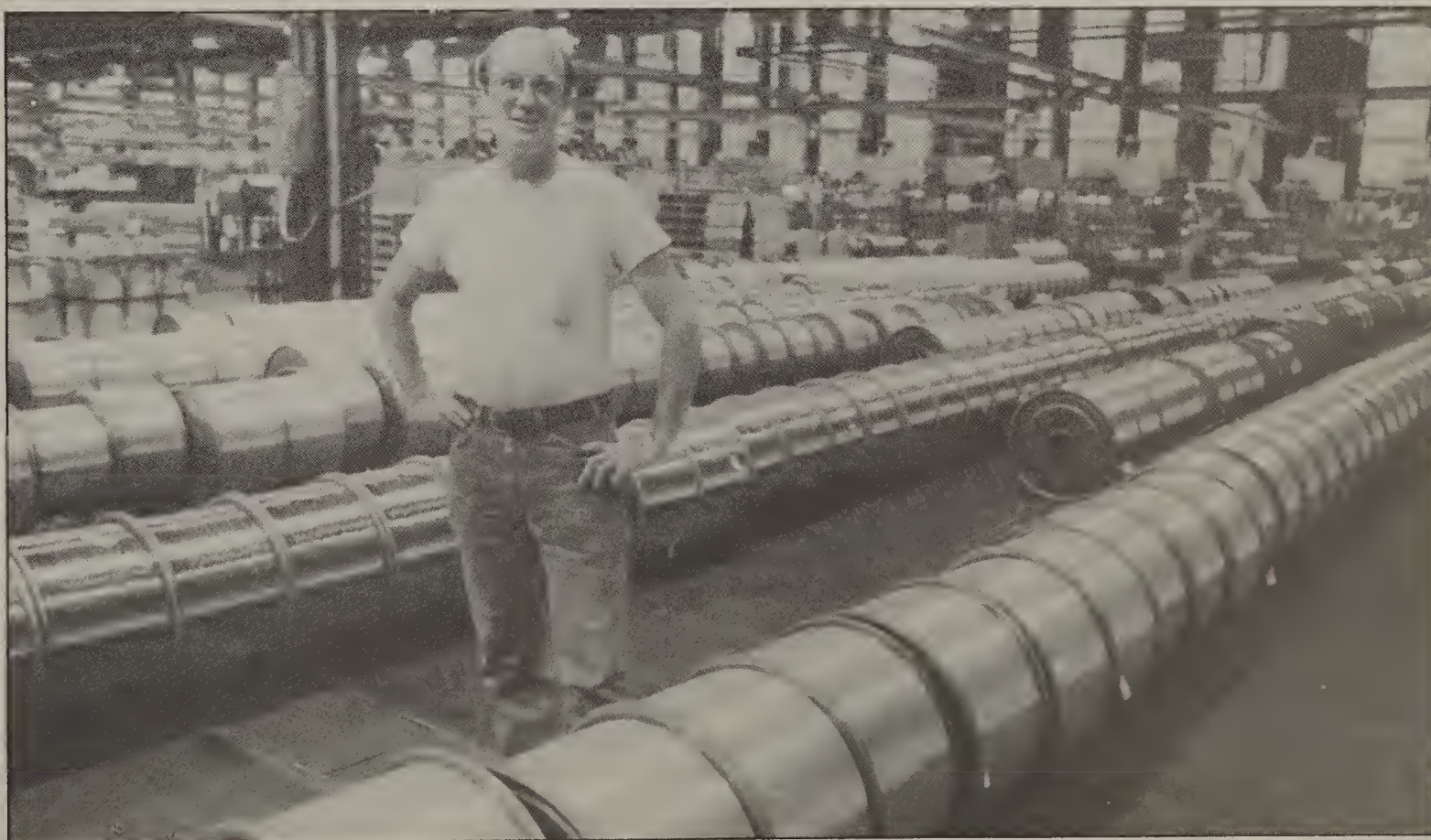
"Things aren't bad right now. But we're certainly not in a position to be complacent," Reith said. "Our competitors are pulling out all stops to stay in business. Look at AnaMag for example. I'm sure their employees aren't happy about taking compensation cuts or seeing their friends get laid off. But at least they're still in the ball game, and their competitive position in the area of wages and benefits is a big plus in their favor."

"It's a dog-eat-dog industry. Manufacturers are waiting for each other to fall and are doing everything in their power to make that happen. And believe

me, a lot of them would like to get ahead of our customers. We must continue to drive down costs and improve productivity if we want to prevent that from happening."

'Manufacturers are waiting for each other to fall.'

Jeff McDowell, enamel machine operator, is one of more than 100 Wire Mill employees competing in the extremely tough magnet wire industry.





Bierbaum celebrates 40 years of service

Charlene Bierbaum, quality control auditor at Taylor Street, has celebrated her 40th anniversary with General Electric.

Bierbaum studied art in high school, and started working at GE so that she could support her college art studies in Fort Wayne. Today she enjoys her art while "receiving a steady paycheck."

"GE has been a real education for me," she said. "I've learned a lot about motors and engineering. When I first started working here, I didn't know a rotor from a stator."

"Things were a lot different forty years ago. We didn't have Savings and Security. And the insurance has improved drastically since then."

"It's been a great place to work. I've met a lot of great people. I wouldn't have missed it for the world."

1983 S&S Program participants receive payouts this month

Thousands of GE employees this month are being rewarded for their participation in the Savings & Security Program during 1983. The three-year holding period ended Dec. 31, and it's S&SP payout time!

Those who chose to have securities delivered to them at the end of the holding period are receiving them in mailings to their homes. Those electing to have securities transferred to their Retirement Option Account had their accounts credited as of Jan. 1.

Mailed separately

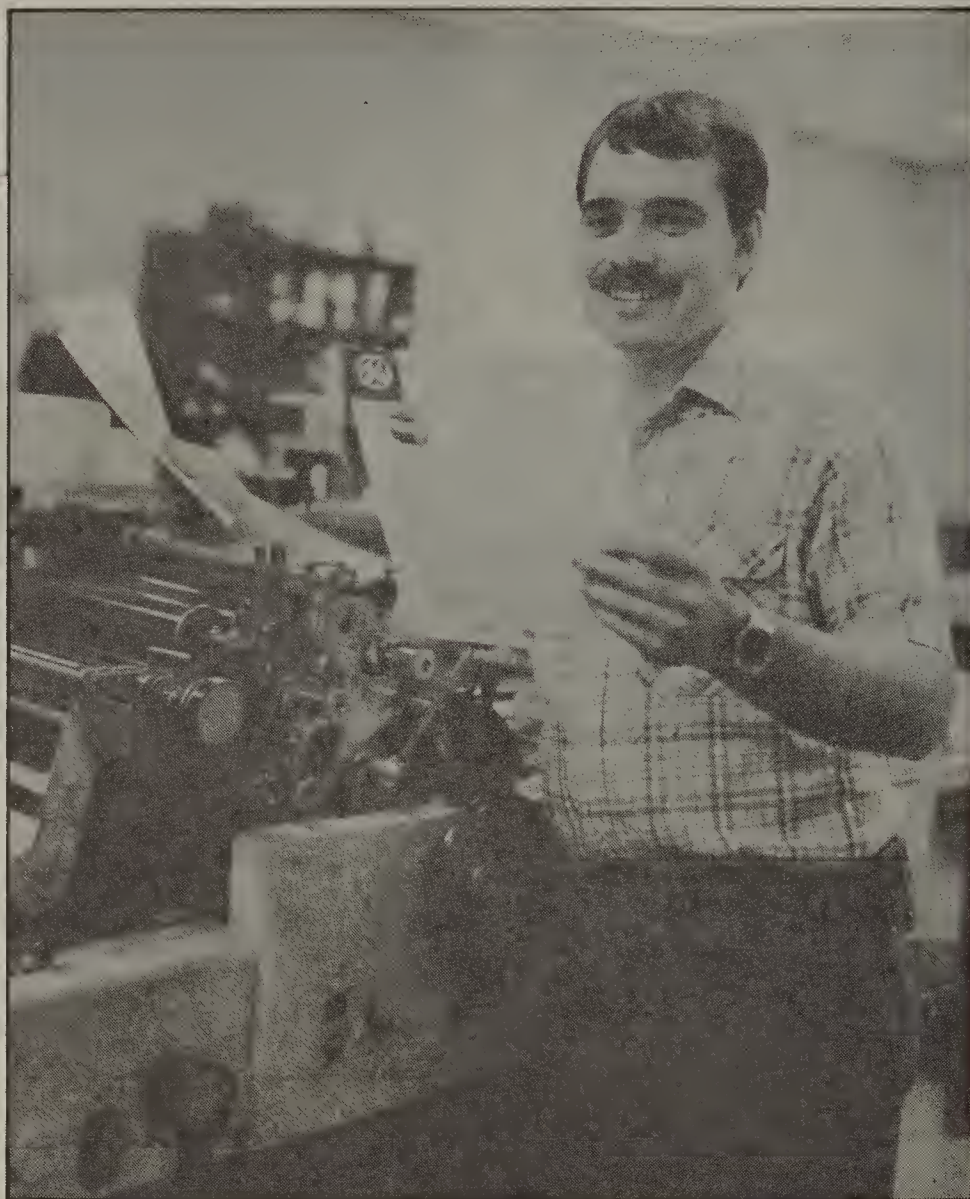
Included in the mailings are GE stock certificates, U.S. Savings Bonds, S&S Mutual Fund account statements, Long Term Interest Fund account statements and checks for accumulated cash. These are mailed separately so those who invested in more than one medium in '83 will probably receive more than one mailing.

The mailing schedule is as follows: GE stock certificates, Jan. 2; U.S. Savings Bonds, about Jan. 16; Mutual Fund and Long Term Fund account statements, about Jan. 13; checks for cash, about Jan. 5.

Employees who are expecting a payout in any of these forms should wait at least 30 days from the issue date of securities or cash before making a claim that you did not receive them.

Tax and Annual Statement

The S&SP "Tax and Annual Statement" is scheduled for delivery to program participants on or about Jan. 31. This statement will provide details for the Holding Period credits on deposit, as well as those credits which are being retained under the Retirement Option Account. Tax information about this January's distribution will also be given on the statement.



Employee receives S&SP payout

Darrell Resler, graphic reproduction, recently received an S&SP payout in the form of U.S. Savings Bonds. "I chose Savings Bonds because I can turn them into cash faster than any of the other S&SP securities. If we have an emergency and need money, it's just a matter of cashing the bonds in at the bank. I defer taxes because I'm not taxed until I cash them in. And they aren't subject to state income tax at all."

Still less than five years ago

Salaried LTDL rate goes up in '87



GE salaried employees enrolled in the Long Term Disability Income plan in 1987 will pay \$1.15 a month for each \$100 of monthly benefits. This is 15 cents more than the '86 rate of \$1, but less than the \$1.20 of five years ago.

Like the Long Term Disability Insurance Plan for GE hourly employees, this is an "experience-rated" plan. Costs to participants are based to a large extent on the money required to cover the liability for payments to salaried people who have long-term disabilities.

Assures 50% of income

The Long-Term Disability Income Plan is designed to provide income to disabled salaried employees after they use up their weekly sickness and accident benefits under the GE Insurance Plan.

This plan assures participants they

will have an overall income of at least 50% of their normal GE earnings until at least age 65. Benefits may continue for life - on a reduced basis after age 65 - if the disability began before age 60 and continued to age 65.

Monthly coverage schedule

To determine the "monthly coverage" on which the individual's payroll deduction is based, see the schedule of benefits on page 55 of the General Electric Employee Benefits Summary Plan Description booklet.

Those salaried employees who did not enroll for this insurance coverage when they were first eligible or who have dropped their coverage may apply for coverage by providing proof of good health satisfactory to the Metropolitan Life Insurance Co. Before applying, one should read about the plan in the benefits booklets.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Correction to last week's GE News

Deductions from GE employees' paychecks for Social Security tax will be 7.15% of 1987 earnings up to \$43,800.

Last week the GE News reported in error that the maximum earnings would be \$43,000.

GE employees reminded of severe weather policy

Employees are reminded of the Fort Wayne GE severe weather policy and which radio and television stations to tune in for information about GE production changes.

What to do if severe weather occurs

- **Motor and Transformer production employees** - When a significant number of these employees are unable to report to work, normal production operations cannot take place. In this case, the message will be released to radio and TV stations that Fort Wayne GE production workers should not report. If there is no such announcement, production employees will be expected to report at the beginning of their regular shift.
- **Wire Mill and ACSD employees** - The Wire Mill, which is a continuous shift operation, and the Aerospace Controls Systems Department will continue production operations during weather emergencies. Employees will be expected to report to work if they can do so safely.

- **Other hourly employees** - Certain hourly work, such as tool room and maintenance work, can take place even when production operations are suspended. Employees in these classifications will be advised by their supervisors that they should report to work if they can do so safely.
- **Update telephone numbers** - All employees are encouraged to inform their supervisors of any changes in their telephone numbers in case such weather emergencies occur.
- **Salaried employees** - Since production shutdowns seldom prevent salaried personnel from performing their work, they are expected to report if they can do so safely - even when it is announced that production workers should not report.
- **Tune in - AM radio stations** asked to make GE weather-related announcements include WOWO 1190, WQHK 1380, and WGL 1250. FM stations are WMEE 97.3 and WEZV 102. GE announcements also go to television stations WPTA Channel 21, WKJG Channel 33 and WANE Channel 15.

Educational benefits no longer taxable

Under the Tax Reform Act of 1986, educational-assistance benefits such as those paid under the Tuition Refund Plan and the Individual Development Program are no longer taxable. The prior-law exclusion for amounts received under an educational-assistance program which expired on Dec. 31, 1985, is retroactively extended from Jan. 1, 1986, through Dec. 31,

1987. Refunds will be made on reimbursements up to \$5,250. According to Walt Nielsen, Personnel Accounting manager, total gross income shown on the 1986 Form W-2 (Wage and Tax Statement) for employees who received educational-assistance benefits will not include benefits paid during 1986 and previously considered taxable.

Employees retire recently

Mary J. Rochette, Power Supply tester, retired in December with 31 years of service. She began as an insulator in GPM.

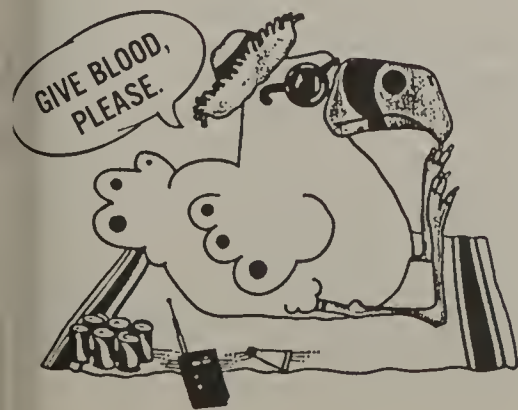
Marjorie H. Hubner, Taylor Street repairwoman, retired this month with 27 years of service. She began as a coil injector in Hermetic Motor.

Elex Club holds Easter-designs show

Gina Tinkham from Nature's Corner will show Easter designs on March 19 at 11:30 a.m. in the Ramada Inn, Highway 14 at I-69. She will show participants how to achieve new looks for easter this year. Lunch will be

served. Tickets are \$5.50 and reservations are due March 2. Mail reservations to the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801 or call the Elex Office at 428-3240.

Next Bloodmobile to be held in the GE Club Jan. 20



Imagine if you had to ask for blood to save the life of someone you love. You can help others in this situation by donating blood at the Red Cross Bloodmobile. The next Bloodmobile will be held in the GE Club Jan. 20, 11:15 a.m. to 3:45 p.m. Those who would like to participate and haven't yet turned in a donor form should call Mearv Ruhl at 2916. You will be assigned an exact time to visit the Bloodmobile.

Adlets

FOR SALE

- OWENS-CORNING INSULATION**, 6'½"x23", 75 sq. ft./roll, \$10/roll. 744-1755.
EXERCISE BICYCLE, \$40. 745-4627.
36" STAINLESS STEEL DROP-IN STOVE, Tappan, gas, \$20. 432-4847.
'81 CITATION, 4 dr., pwr brks & strg, air, cruise, tilt, \$1,700 or best offer. 432-8633.
'80 MERCURY, 4 dr., V8, air, stereo tape, clean, no rust, \$2895. 483-6714.
'77 HONDA ACCORD, new tires, \$350; '69 Linc. Cont. Mark III, ex. cond., \$4,000. 489-3844.
BOWLING BALL, bag, shoes, aft. 5:30 p.m. 426-7601.
'78 MALIBU, 85,000 miles, clean, V6, 4 dr., \$900. 493-2915.
IMPORTED BAVARIAN CHINA, svc. for 8 w-several extra pcs, Imperial. 424-8691.
SOFA & CHAIR, 90", traditional, rose bge frieze, clean, ex. cond., \$150. 745-4627.
'67 BUICK LESABRE, good body, 143,000 miles, \$500. 456-2606.
STUDENT/LADIES DESK & CHAIR, \$40; GE elec. oven & broiler, \$25; iron; toaster. 482-8918.
'86 FORD RANGER, cap, ps, pb, cruise, air, ext. warranty, rust prf. 489-1940.
LADIES SKI SUIT, sz. 7, \$35; GE hvy dty washer, needs repair, free. 485-6974.
BOY'S WINTER COATS, sz. 8. 432-8644.
QUEEN SIZE BED, complete, \$90; girl scout uniform, sz. 12, \$8. 749-0159.
'82 DODGE OMNI, air, ps, pb, frt whl drv, auto; call aft. 5 p.m., \$3,100. 637-6522.
GAS RANGE, hvst gold, used 1 yr., ex. cond., \$125. 745-9552.
AKC BOXER PUPS, good bloodline. 622-4721.
GARBAGE COMPACTOR, Sears, hvy duty, like new, \$95. 432-8674.
DESK, oak finish, 49"x20"x29", 1 file dwr, 2 std & 1 shallow dwr, new, \$60. 432-2734.
STEEL TYPEWRITER STAND, like new. 484-2888.
TEXAS INSTRUMENT COMPUTER, some software, \$50. 432-7877.

WANTED

- PORT-A-CRIB**, good cond., reasonable. 745-9067.
WOOD SILVERWARE CHEST, reasonable. 426-3436.

SERVICE

- SWEETCAKES THE MAGIC CLOWN SHOW**, other characters avail.; fun for all ages & occasions. 745-1545.
PROFESSIONAL DJ & VIDEO for your party, wedding, etc., "Musicman." 447-4447.

In memory

- Robert C. Grote**, 802 Reed Road, died Dec. 23. He retired from GE in 1977.
Albert J. Stute, 2303 24th St., died Dec. 27. He retired from GE in 1979.
Alpheus Swift, 2023 Clarmarnic Dr., died Dec. 28. He retired from GE in 1970.
Edward B. Smith, St. Petersburg, Fla., died Jan. 1. He retired from GE in 1958.

Elex calendar

- January**
27 Elex Exec. Board Mtg, 4:45 p.m., Elex Office
27 Elex. Exec. Comm. Mtg, 7:30 p.m., GE Club, upstairs
- February**
5 Basket making class, 6-9 p.m., GE Club, upstairs, \$6.50/members, \$7/non-members
18 El-Par Social Mtg, 11:30 a.m., Woodview Health Care Center, 3420 E. State
24 Exec. Board Mtg, 4:45 p.m., Elex Office
24 Exec. Comm. Mtg, 7:30 p.m., GE Club, upstairs
25 El-Par Board Mtg, Al's Restaurant, Waynedale
- March**
3 Elex stenciling class, 6:30-8:30 p.m., GE Club, upstairs, \$5.50/members, \$6/non-members
9 Bingo Supper Program, 4:45 p.m., GE Club Auditorium
24 Exec. Board Mtg, 4:45 p.m., Elec Office
24 Exec. Comm. Mtg, 7:30 p.m., GE Club, upstairs
- April**
1 Copper punching class, 7-8 p.m., GE Club, upstairs, \$3.50/members, \$4.50/non-members
8 Cake decorating class, 6-9 p.m., GE Club, upstairs, \$15/members, \$16/non-members
15 Cake class continues, 6-9 p.m.

Visit the Building 21 branch

FORT WAYNE NATIONAL
that's my **BANK**



*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Sound chamber provides setting for detecting noise in motors

It has been said that if you stand in the middle of the anechoic (anti-echo) chamber in Building 25 with the lights out and door closed you can actually hear your heart beat and the blood flow through your veins.

That's not true.

But the "sound chamber" (its common name) is literally quiet enough to hear a pin drop.

The chamber is a room, built inside a room, which is insulated with thick fiberglass wedges for absorbing noise. Sound level in the chamber registers slightly below anything the ear can hear. Consequently, it's the ultimate environment for detecting noises in motors.

The testing process

When testing for noise, technicians place a motor on a platform inside the chamber and connect power to it. Next they place a microphone near the motor. The microphone picks up sound waves from the motor and records them on an analyzer in another room.

Here the technicians monitor frequencies (sound waves per second) to determine exactly where the motor noise is coming from. For example, a certain frequency might indicate that noise is coming from the ball bearings.

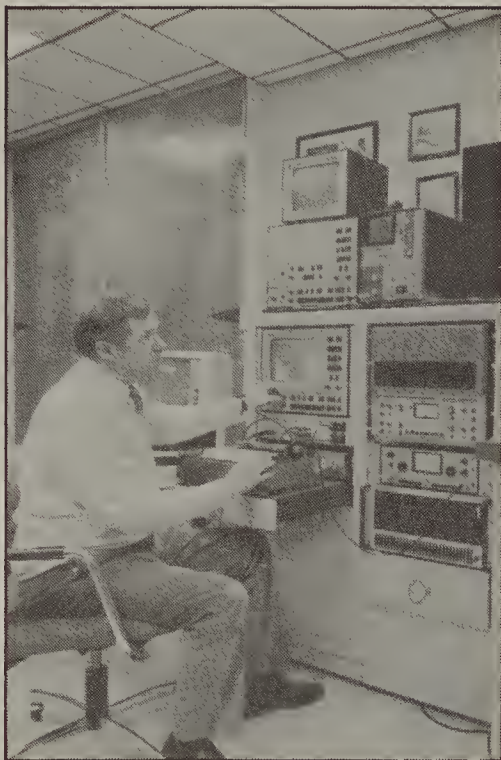
Customer expectations

Why make such a big deal about a little noise?

"In the 1950s, customers became more particular about noise in their motors," said Bob McGregor, engineer in charge of the sound lab.

"Before that time it didn't bother them much. As a matter of fact, some customers liked noise because it was a sign the motor was running; they wanted to 'hear that baby hum.'"

"As competition got tougher over



(Above) Bob McGregor, engineer, monitors frequencies (sound waves per second) on an analyzer outside the anti-echo chamber in Building 25. The analyzer helps McGregor detect where noise is coming from in a motor.

the years, customers' expectations about noise changed. Quietness became one of their quality standards. Today, it's more important than ever."

Engineers have learned a great deal about motor noise and have it pretty well under control. Much of the work today focuses on "system" noise - the interaction between the motor and the product it goes into.

"Although the motor itself may not make noise, vibrations emanating from the motor may excite a noise in another component of the product - a large sheet-metal panel for example," McGregor said. "As far as the customer is



Inside the chamber, McGregor adjusts a microphone for optimum sound pickup. The microphone, left, receives sound waves from the motor, center, and records them on an analyzer (left photo). The chamber is insulated with thick fiberglass wedges for absorbing noise.

concerned, any noise is bad noise regardless of whether it's coming from the motor or something else in the system."

Customers or potential customers often bring their products to the sound lab so that the whole system can be tested for noise.

"This is one of the services the Motor Business offers customers as a sign

that we are truly committed to being their business partner. With state-of-the-art facilities, we can spot noise problems and improve their product. As far as I know, none of our competitors have this capability," said McGregor.

The anechoic chamber is also used occasionally to test noise levels in transformers.

Many new retirees to receive higher guaranteed pensions

Many GE employees who retire this year under the GE Pension Plan will receive a higher pension than they would have if they had retired earlier.

The reason? The improved GE job package which went into effect in mid-1985 calls for the table of guaranteed minimum pensions to change in two steps - with increased guarantees at many earnings levels.

The first step, effective July 1985, raised the table of guaranteed minimum pensions to a range starting at \$15 and extending to \$21 a month for each year of pension benefit service. Now a second step, effective January 1, 1987, has raised the table to a range of \$16 to \$22.

Early-retirement supplement

Sharon Harter, benefits specialist in Building 18-1, explained that to be eligible to retire under the table of guaranteed pensions, a retiring employee must be at least age 60 and have at least 10 years of pension qualification service.

"To use the table," said Harter, "you calculate the average of your annual pay during the highest paid five-consecutive years of the final ten calendar years before retirement and then find the figure in the table that goes with that high-five average. The figure from the table is then multiplied by your total years of pension benefit service." (The table of guaranteed minimums is printed in the GE Employee Benefits Summary Plan Description booklet.)

As an example, Harter cited the case of a 30-year employee with a high-five average of \$26,000. If he or she had retired on or after July 1, 1985 but before Jan. 1, 1987, the table would have produced a guaranteed pension of \$630 per month plus Social Security. Under the new table effective Jan. 1, 1987, the same employee will receive a guaranteed pension of \$652.50 plus Social Security - an increase of \$22.50 a month.

Harter said all GE employees who

retire have their pensions calculated by both the regular career-average formula and the guaranteed minimum pension formula. The formula which produces the largest pension is used.

The career-average pension formula was also improved in January 1986, Harter said. As a result, most of those who retire with a pension calculated by that formula are receiving a bigger pension as a result of 1985 job-package improvements.

Eligibility requirements

For those retiring at ages 60 and 61 with five or more years of pension qualification service, there is a monthly supplemental payment until an individual becomes eligible for Social Security at age 62. Since July 1985 this supplement has been \$8 per month for each year of service.

In the example of the person with 30 years' service, this would mean another \$240 a month until reaching age 62 and becoming eligible for monthly Social Security benefits.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

JANUARY 22, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 3

GENERAL PERIODICALS
NON-CIRCULATING

Genever-Watling speaks to Motor employees

Ready, aim, fire: execution formula for 1987

"Our objective is to restore the Motor Business to its previous level of profitability," David Genever-Watling, vice president, told salaried employees, union officials and members of Self-Directed Workforce teams in Fort Wayne recently.

"The results of extensive review over the last couple of months suggest that this business can be fixed and that it is worth fixing, and I want you to believe that.

"Here's a look at some of the things that went wrong and what it is going to take to fix our problems."

Cost structure

"Compensation and benefit disadvantage. We are in a poor position relative to our competitors in the area of compensation and benefits. We must look at various pay alternatives. We have already announced that exempt salaries are frozen and that we are implementing a 'profit share' plan for them based on business results.

"Vertical integration. We tend to do everything. We make our own wire and - in many cases - our own nuts and bolts. We need to take a look at just how vertically integrated we want to be in a business that is as capital intensive as this one.

"Want of systems. As I've said before, we are dying from the want and need of computer systems that will make our operations more efficient and effective. We have moved our Systems organization to Technology, and we are embarked on a course that will produce simpler, more elegant systems quickly.

"Phoenix Motor. Large Motor and Generator in Schenectady was essentially 'shipping money' with each Phoenix Motor that left the dock due to the price levels in their markets. For this reason, we announced that we will end production of this motor and phase down the Schenectady facility, including its wire mill. It was a difficult decision, but one that had to be made."

Organizational effectiveness

"Functional misalignment. We have corrected two of these problems by moving Manufacturing Engineering into Manufacturing from Technology, and Systems into Technology from Finance. More functional realignment will come soon.

"Lack of teamwork. When we combined the five product departments into one functional organization, it created a lot of confusion and damaged our ability to work as a team.

"To solve this teamwork problem, we are implementing a Program Manager concept. Steve Riedel has been



After Genever-Watling's presentation in the GE Club, participants viewed a Components Sales Department display which had been used in the September National Water Well Show. The display won "Best of Show" at the event, which was held in Kansas City, Mo. Shown from left are Mark Fleer, mechanical engineer, Mike Litch, manager -- Appliance and Commercial Motor Product Engineering, and Genever-Watling.

appointed General Manager of Business Programs, with Program General Managers from each business segment reporting to him.

"A functional organization needs to have a mechanism to drive market- and product-issues across each function. These gentlemen are that mechanism. They will run the Motor Business and be held accountable for return on investment, strategy and programs in their business segment, and execution of those strategies and programs. They will own their business segment."

Strategy linkage

"Lack of focus concerning return on investment. Our program managers should provide us with a total focus in this area as they plan the programs on which we will spend our money.

"Marketing, Manufacturing strategy not in sync. We have had a deliberate Marketing strategy to go after additional mass-production, high-flow, commodity type business. At the same time, we realized that this kind of business yields low margin.

"Therefore, within our factories, we said we would automate, emigrate, restructure products, purchase systems, restructure factories and make other investments that would help us reduce cost to account for the lower margin of the high-flow business.

"The important thing to note is that we said we would execute the Marketing and Manufacturing sides of the strategy at the same time. Problem is, we didn't.

"Marketing did obtain and fill our factories with high-flow business, but

we neglected to carry out the Manufacturing and Technology strategy in sync. As a result, the margin went out the window.

"It wasn't the fault of our Manufacturing or Technology employees; it was management's fault. We didn't invest in the resources they needed to get the job done.

"In the future, we will continue to pursue flow business, but we will implement the Manufacturing and Technology half of this strategy so that we can make money.

"Watching our competitive environment. We must always be aware of the tough competitive environment in which we are operating. What is our pricing position, profitability and service level compared to our competitors?

"Our sales have dropped in recent years. The overall marketplace has dropped much more dramatically than our sales. Emerson and other competitors have grown their sales by acquiring businesses. We have not done that. Without acquisitions, the impact of the down marketplace on these competitors' sales would have been the same as it has been on us. There is a general manager of business development and planning in Steve Riedel's organization who will be looking hard into this issue.

"Global environment. We're in a global business environment, and it's important that we have an international strategy. We must find out what alliances are most feasible for our business.

"I will appoint and chair a strategic council. We will meet on a frequent basis and keep the international issue

on the screen."

Execution is key

"In summary, we will continue the basic strategy of the Motor Business. It's a fundamentally sound strategy, provided the Manufacturing and Technology elements are done in sync with the Marketing strategy.

"It's a wonderful plan on paper, but we know that we have a problem with executing. The formula is 'ready, aim, fire' - in that order. This includes executing the Manufacturing and Technology strategy along with the Marketing strategy. I have a high degree of confidence that we can execute and make our business something to be proud of."

Those who attended the presentations asked Genever-Watling a variety of questions. Some of them are listed below.

Q: Will we be closing or rationalizing plants?

A: If you spread our volume across each of our plants, we do not have the capacity utilization that produces the results we want. Some plants are running at 110% capacity, while others are only at 40%. We must look at ways to balance production and better utilize each of our factories. Therefore the answer to your question is yes.

Q: Rumors going around about the possibility of plant closings has created morale problems in the factory. Can you tell us which plants you intend on closing?

A: I'm not sure yet. My staff is studying all the alternatives, and we should know in the near future.

"I wish I could put all the rumors to rest because they aren't helping matters. The best thing each of you in the plants can do is work to prove that you are the plant that we should keep.

Q: How important is the Self-Directed Workforce to the overall strategy?

A: It is extremely important. The Self-Directed Workforce gives employees the chance to truly take part in their own destiny. Our plants are becoming more efficient and effective as a result of it.

As a side benefit, many of our customers are becoming interested in the Self-Directed Workforce. Some of them have even asked if we would help them figure out how to implement it in their factories. That's another terrific marketing tool that we can use.

DIAL COMM numbers change Feb. 16 as GE, RCA networks consolidate

More than 225 General Electric locations will receive new DIALCOMM telephone numbers Feb. 16 as a step toward the consolidation of GE's DIAL COMM internal communications network with RCA's equivalent TACNET system.

On March 14 the two networks will be combined into one network called DIAL COMM. At that time all GE and RCA locations listed in the DIAL COMM Directory can be reached through the network by common seven-digit dialing.

Later in the spring, updated technology will be added to give the network greater capabilities for data and voice transmissions.

Between GE and RCA, more than 300 locations had duplicate numbers, according to Len Dorrian, manager of Telecommunications Operations in Corporate Information Systems.

"Eliminating duplicate numbers at more than 70 RCA locations in November was the first step in the consolidation. Changing DIAL COMM numbers at GE locations in February is the second step," he said.

Alerting users

An updated DIAL COMM direc-



Employees must resubmit "JUMP" cards

Employees who have submitted Job Upward Mobility Program (JUMP) interest cards are reminded that cards turned in during 1986 (except those submitted in December) became void at the end of the year.

tory listing all the GE and RCA numbers in the consolidated network will be distributed in early February. GE locations can be found in the directory and dialed from the network. After March 14, RCA locations listed in the directory can also be reached by DIAL COMM.

Goal: competitive advantage

Stan Welland, manager of Corporate Telecommunications, comments on the consolidated network:

"By consolidating the technology of GE and RCA into one network, we are creating the foundation for improved capabilities greater than either network alone. The improved technology will also permit greater speed and quality for GE voice and data transmissions, and at a lower cost. Our goal is to build a corporate voice and data utility that can give a competitive advantage to the employee who relies on information to succeed in the marketplace.

"The new DIAL COMM network will be the largest privately-owned communications network in the world. All who make calls outside their buildings should completely understand its capabilities and take advantage of them," Welland said.

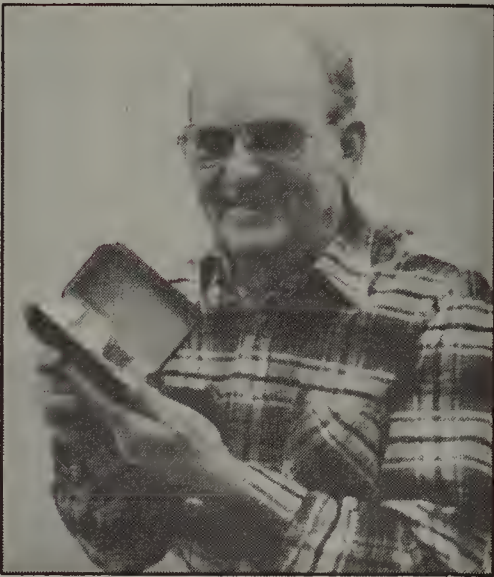
Services such as international calling and remote access will continue to be offered. Information about all Corporate Telecommunications services will be listed in the front of the new DIAL COMM directory.

Should you encounter difficulties in making a call, contact the local trouble number, extension 2441.

Ernie Raypole celebrates 45 years with GE

Congratulations goes to Ernest ('Ernie') Raypole on his 45th anniversary with General Electric.

Raypole, a shaft grinder at Taylor Street, began his GE career in the Specialty Transformer Operation at Broadway.



GE funds TV series on civil rights

General Electric is providing major funding to underwrite a special six-part public television series, "Eyes on the Prize: America's Civil Rights Years, 1954-1965," which began last night.

The series will continue during the next five consecutive Wednesdays on Channel 39. The shows begin at 9 p.m. each night, except for Jan. 29 when it will appear at 10 p.m.

"General Electric is proud to continue its long tradition of support for quality, substantive programming on television with our underwriting of 'Eyes on the Prize'," said Frank Doyle, GE senior vice president in charge of Corporate Relations. "Eyes on the Prize" has been acclaimed by many as one of the finest accounts of America's civil rights struggle."

Historical film

Through contemporary interviews and historical footage - much of it never before broadcast - "Eyes on the Prize" traces the civil rights movement from early acts of individual courage through the flowering of a mass movement and its eventual split into factions.

"The civil rights movement changed the way Americans thought, says series producer Henry Hampton. "The

portion we capture in the series is like a pebble dropped in the ocean; the ripples are much of what has happened in American life since 1965."

Individual stories

The series chronicles the civil rights years through the individual stories of people compelled by a meeting of conscience and circumstance to play a role in history. The stories are of blacks and whites, civil rights organizers from the South and the North, and government officials at all levels.

"I encourage all GE employees to watch and enjoy this fine journalistic effort documenting a pivotal time in our country's history," Doyle said.

Additional major funding for the series was provided by public television stations, the Corporation for Public Broadcasting, the Ford Foundation, Lotus Development Corporation, and the Lilly Endowment.

Adlets

FOR SALE

- NO WAX CROSS COUNTRY SKIS, 170 W/110 CM poles, for ages 9-11, \$45. 436-0269.
- '69 FORD FAIRLANE, 127,000 miles, 302 mtr 70,000 miles, new tires, good batt, ps, air, \$350. 484-8203.
- HOUSE, 6 rms, one owner, corner lot S. Anthony, 15 min. to GM. 447-5438.
- WASHER, GE's best, wht, new clutch & transmission, \$50. 483-6149.
- '73 CHEV. PICKUP, auto, 350, 70,000 miles, rusty, needs brakes & exhaust, \$325. 639-3404.
- DISHWASHER, Kenmore, hrvt gld, \$75; Midland 8 trk recorder, \$15. 456-8496.
- THREE BEDROOM HOUSE, nice, cld take boat, trlr for down payment, Van Wert area. 1-289-9760.
- '81 CITATION, 4 dr., pwr brks & strg, air, cruise, tlt, \$1,700 or best offer. 432-8633.
- '80 VOLVO, 83,000 miles, 4 dr., auto, no rust, ex. cond., \$4,700. 422-9368.
- '79 CUTLASS, rebuilt trans, new paint, good cond., \$3,000 or bst offer. 456-5532.

WANTED

SOMEONE TO DO CALLIGRAPHY - paint on wood. 639-6465.

FOR RENT

- THREE BDRM HOUSE, 2 baths, garg, fresh decor, \$395 + util & dep., lease, SW. 745-5602.
- MYRTLE BEACH, SC, lovely condo, completely furn., 2 bdrms, 2 baths, in/out pools, great vac. area. 1-216-526-1258.
- THREE BDRM HOUSE, NW, 1-1/2 baths, full bsmt, \$425 plus util & dep. 482-2070.

SERVICE

BASEMENT WALLS/FLOOR REPAIR, concrete, brick, block. 456-1187.

- HANDYMAN SEEKS ODD JOBS, Tom. 447-5402.
- TYPING - resumes, term papers, word processor & copier avail. 493-6311.

- BABYSITTING, my home near Lutheran Hosp., days. 744-0529.
- PROFESSIONAL DJ & VIDEO for parties, weddings, etc., Musicman. 447-4447.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Frlday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

JANUARY 29, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 4

Manufacturing employees learn interpersonal skills to help them improve teamwork...and it's 'Working'

"It's not a management program; it's not a union program; it's a people program, and that's why I believe in it."

That's how Ron King, IUE Local 901 assistant business agent, described the way he feels about "Working," an eleven-part workshop being attended by Motor Manufacturing employees.

"Working" participants strengthen their interpersonal skills through discussing problems and learning how to resolve daily issues with one another. The workshops are moderated by fellow employees such as King.

'Working' topics

Topics include:

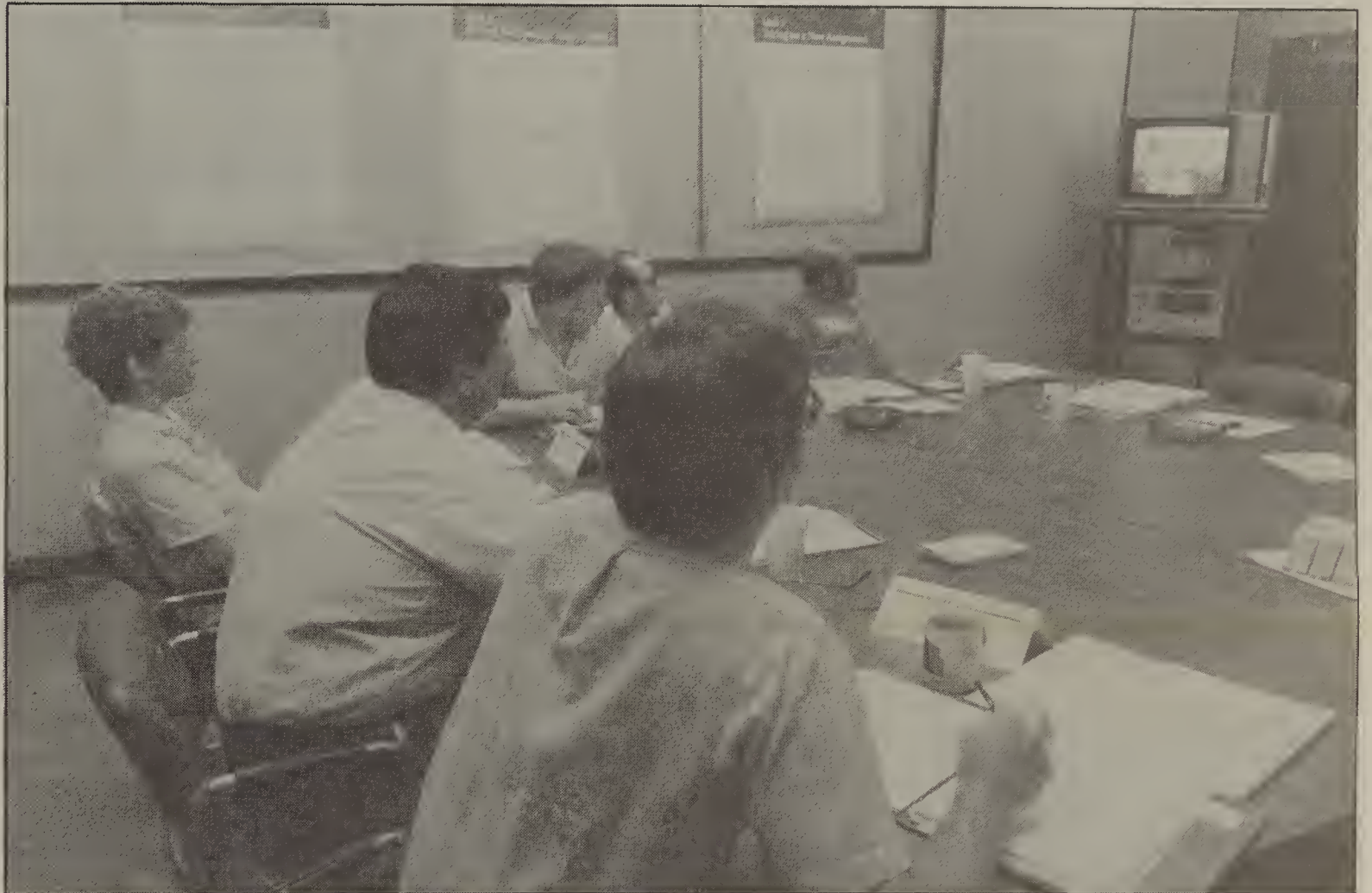
- Listening so that you can get the message straight, even when others aren't good at saying what they mean.
- Telling others what's going well or not so well, without embarrassing them or making them mad.
- Learning a new task quickly, so you can be successful faster.
- Knowing when and how to ask for help so you can avoid trouble.
- Getting other people to listen to you and understand your ideas about how to improve things.
- Helping prevent group meetings from going around in circles.
- Helping your boss understand things that he or she may be unaware of.
- Resolving problems you have with other people so the problem doesn't drag on.
- Preventing emotions from making bad situations worse.
- Focusing your efforts where they will count the most.
- Dealing with the challenges of change.
- Helping pull your work group together as a team.

'Living'

"The people at Zenger Miller (Working's publisher) wanted to call this series 'Living' because the lessons you learn can be applied to life outside the workplace," said Scott Ernst, production facilitator and administrator of Working.

Dewey Renfrow agrees. "It (Working) reminds us of the things we need to pay attention to in personal relationships. One thing it has taught me is to focus on an issue or problem instead of on the person involved," said the new and sample motor inspector and tester at Taylor Street.

You get out of Working what you put into it, says Leroy DeWitt, process



"Working" participants watch videotapes which give examples of common interpersonal problems employees encounter at work. After each example, participants discuss how to best handle the given situation. Pictured (around the table from right) are Gary George, production coordinator, DC assembly; Pat Cirillo, methods specialist; Sue Frederick, payroll coordinator; Ron Richmond, Area Services mover; Jerry Doehrman, inspector, DC assembly; and Steve Mossburg, DC specialist.

development specialist at Broadway. "I was in a very good group. We all gave instances of problems we had in the past and talked out how to solve them. One guy in my group learned how to get along better with a guy he works with."

Part of the whole point of Working is learning how to understand "the other guy's" point of view, says Technical Support Specialist Lon Vandegrift. "I've learned what to say and what not to say to certain individuals. It has really helped me in the way I approach problems and communicate

with people."

Part of the Self-Directed Workforce

Working is one phase of the Self-Directed Workforce concept being implemented throughout Motor Manufacturing.

Ernst explained that the lessons of Working will help employees function better as a team, an essential element of self-direction.

"We've always assumed that we know how to work well together. But a lot of people who have participated in Work-

ing are finding ways to improve in this area."

King added, "Salaried and hourly people are learning that they are up against common daily problems, except that they are in different circumstances. It all points to one thing: We all need to work together to solve problems so the customer and the Motor Business come out the winner."

More than 80 people have gone through Working, and 50 more are just beginning. The entire Motor Manufacturing department will participate eventually, Ernst said.

Working has taught me to focus on an issue or problem instead of on the person involved.

*Dewey Renfrow,
new & sample inspector and tester*

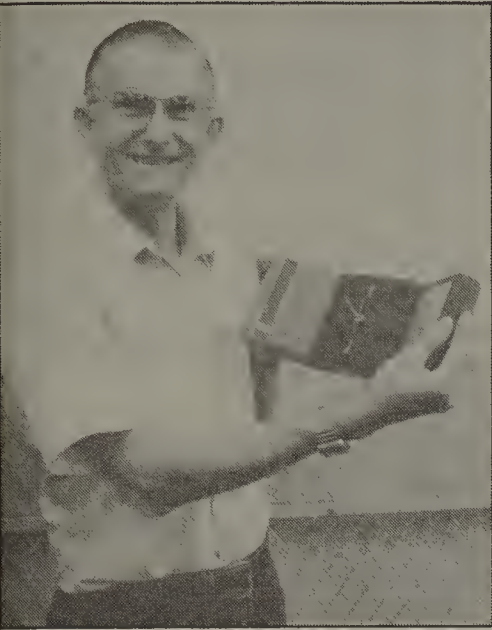
One guy in my group learned how to get along better with a guy he works with.

*Leroy DeWitt,
process & development specialist.*

Part of the whole point of Working is learning how to understand the other guy's point of view.

*Lon Vandegrift,
technical support specialist*

Karl Hofacker celebrates 40 year GE anniversary



Karl Hofacker, model maker in Building 19-2, recently celebrated his 40th anniversary with General Electric.

Hofacker started his GE career directly out of high school. He worked as a stockkeeper for a short time before joining the Army. Shortly after returning from the Army, he worked his way through the Apprentice School.

He spent approximately 25 years at Winter Street, 10 years at Taylor Street and the remainder of his GE service at Broadway.

"In 40 years at GE, I have moved around quite a bit and learned a lot. I have found that most people here will meet you more than half way and will go the extra mile to get a job done," he commented.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

THE MONEY SPENT IN GE AND RCA ON INVENTORY THAT ARRIVES IN PRODUCTION A WEEK EARLIER THAN NEEDED WOULD BUY 10,000 \$10,000 CARS!

JUST-IN-TIME MEANS MONEY!

Adlets

FOR SALE

ROUNDTrip AIRLINE TICKET, Ft. Wayne/-Tampa via Delta, lve 3/24/87, return 4/1/87, make offer. 749-2408.

EVERETT CONSOLE PIANO, oak, ex. cond., \$1275; Childcraft Encyclopedia & dictionary, \$100. 432-7927.

TRS-80 COMPUTER, 16K, w-cass. recorder & spread sht program, \$65. 485-6974.

'78 MALIBU, 85,000 miles, V6, 4 dr., clean, \$900, eves. 432-2915.

ANTIQUES: oak rocker, walnut dresser w-mirror, oak lead glass bookcase. 632-4733.

TEEN SNOWMOBILE SUIT, sz. 16, good condition. 483-1225.

Elex calendar

Feb. 5 Basket weaving class, 6-9 p.m., GE Club, upstairs, \$6.50 members, \$7 non-members.

18 El-Par Social Mtg., 11:30 a.m., Woodview Health Care Center, 3420 E. State.

24 Exec. Board Mtg., 4:45 p.m., Elex Office.

24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.

25 El-Par Board Mtg., Al's Restaurant, Waynedale.

Mar. 3 Stenciling class, 6:30-8:30 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.

ENGINEERING LEADS TABLE TENNIS LEAGUE

After the first round of play, the Engineering table tennis team is leading with 21.5 points. Members are Clint Hummel, Dale Yoder, Dennis DeGroff, and Daniel Gizaw.

Standings:

Engineering (5)	21.5
DeKalb Appliance Motor (2)	17.5
Aircraft Engine (3)	15.0
Reynosa (4)	14.0
Decatur (1)	12.0

WURLITZER SPINET PIANO, ex. condition. 745-7625.

'82 DODGE OMNI 024, air, ps, pb, frt whl drv, auto, \$3,100, aft. 5 p.m. 637-6522.

'79 TRANS AM, ps, pb, pwr windows, good shape, new parts, \$2,500. 672-3506.

'81 CITATION, 4 dr., pb, ps, air, cruise, tlt, \$1,700 or best offer. 432-8633.

'78 MONZA, 61,000 miles, V6, new tires, \$800. 428-4168.

Visit the Building 21 branch

FORT WAYNE NATIONAL

that's my BANK

In memory

Mary Helen Lee, 560 Montclair Dr., died Jan. 7. She retired from GE in 1984.

Russell Lee, 1221 W. Third St., died Jan. 8. He retired from GE in 1970.

Emma D. Lytal, 3832 McKinnie, died Jan. 8. She retired from GE in 1973.

Mary S. Beaman, 3017 Smith St., died Jan. 9. She retired from GE in 1965.

Thurman F. Sherrill, 2610 Darlene Ct., died Jan. 9. He retired from GE in 1975.

Earl W. Strong, 1900 Randallia, died Jan. 9. He retired from GE in 1970.

Thomas J. Black, 4226 So. Wayne Ave., died Jan. 11. He retired from GE in 1959.

Erlinda C. Werling, 1452 Green Rd., died Jan. 14. She retired from GE in 1982.

Johanna Bergevin, 5330 Goshen Rd., died, Jan. 15. She retired from GE in 1967.

Marcus W. Marquardt, Lima, died Jan. 18. He retired from GE in 1974.

Ernest C. Brown, LaGrange, died Jan. 19. He retired from GE in 1964.

'78 CHEV. MALIBU, 4 dr., V6, clean, 85,000 miles, \$900. 493-2915.

WATER SOFTENER, Sears, 12 yrs. old, works fine, \$30. 486-3681.

WALKER, adjustable, alum., \$35. 426-2631.

'78 CHEV. THREE-QUARTER TON PICKUP, 350, 4 spd., hvy dty springs, great wood hauler, \$1,200. 422-0026.

GERMAN SHEPHERD, female, 9 mos. old, w-papers. 744-4635.

DINETTE - oval table & 4 chairs, modern, \$75. 486-3280.

'63 MGB, runs good, \$500. 724-9617.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW - fun, laughs, for all ages & occasions. 745-1545.

TYPING: resumes, term papers, letters; call aft. 6 p.m. 493-6311.

PROFESSIONAL DJ & VIDEO for parties, weddings, etc., "Musicman." 447-4447.

FOR RENT

TWO BDRM APT., SW, newly redec. & carpeted, appls & util furn., \$250/mo. 747-4066.

RV LOT SEASON LEASE. 484-2888.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

JUNK JEWELRY, not plastic, any condition. 486-6007.

GE Club calendar

Feb. 3 Pensioner's Eucher Club, 12:45-3:30 p.m.

7 Whizzers Square Dance, 7-11 p.m.

9 GE Club Closed

10 GE Club Closed

21 Whizzers Square Dance, 7-11 p.m.

Weekly Events (Except for Closed Days)

Mon. Jazzercise, 5-6 p.m.

Tues. Table Tennis, 5-6 p.m.

Wed. Golden Squares, 12:30-3 p.m. Jazzercise, 5-6 p.m. Volleyball, 6:15-10 p.m.

Thurs. Table Tennis, 5-6 p.m. Basketball, 6:30-9:30 p.m.

Fri. Beg. Square Dance Class, 7-11 p.m.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature

Conserving utilities ongoing concern for GE

Ever had one of those months when your heat and light bill was much higher than expected? For weeks after you get the bill you are ultraconservative, making sure thermostats are turned down and no lights are left on unnecessarily.

For General Electric, utility conservation is an ongoing concern as it spends more than \$5 million per year to heat and light Fort Wayne facilities alone. That's enough money to pay heat and light bills for roughly 3,000 average homes.

"If you drive by GE late at night or on the weekend, you see open windows or lights on in places where nobody is working," said Web Simpson, Fort Wayne utilities manager. "Actually what you're seeing is a waste of energy - a deterioration of base cost. This is why I stress so strongly that everyone should make it their responsibility to make sure we're not wasting utilities."

Besides wasting energy, leaving windows open can cause expensive accidents, such as rain pouring in and damaging floors or sprinkler lines freezing and bursting.

Power House provides heat

Simpson is in charge of the Power House at Taylor Street where boilers produce steam and pipe it to Taylor Street facilities and along the railroad tracks to Broadway. It takes more than 20,000 tons of coal per year to keep the boilers burning.

Among the dozens of chores required



Power House Leading Operator Chuck Hogle stands beside a snow-covered pile of coal outside the Taylor Street Power House. It takes more than 20,000 tons of coal per year to heat the Broadway and Taylor Street facilities.

to keep the Power House in operation, Power House employees constantly monitor how much of each utility is being used. Some of them walk through plants and offices checking the temperature.

"We also get help from the security officers. They shut windows and turn off lights that aren't being used. But we can't realistically keep up with every instance of waste without help from every employee," said Simpson.

He gives the following tips to employees to help them conserve energy,

prevent accidents and avoid unnecessary cost to the business:

- **Make sure all lights are turned off before you go home if the area won't be utilized by anyone after you leave.** Persons in offices should develop a habit of turning out lights when leaving for long periods of time.

- **Don't open windows. And if you must, make sure they are closed before you go home.**

- **Report broken windows immediately.**

- **Don't prop doors open.**

"These tips sound simple, but often we forget to do these things in the course of an active work day," said Simpson.

"During the energy crunch of the mid-seventies, all of America, including GE, did a tremendous job of cutting back resources and becoming energy conscious. The cost-competitive nature of our business should cause us to be concerned with utility conservation the same as we were then."

Here's how to redeem GE stock shares

The steps to take when redeeming GE stock shares were outlined this week by Homer Jennings, manager of benefits.

Jennings said the procedure is the same as last year.

"Employees who are about to redeem

GE stock shares should obtain a copy of the plan from their Employee Relations office or in the benefits office, Building 18-3. Employees may also refer to the GE Stock Redemption Plan information listed in the benefits booklets.

Jennings advised employees to study the steps and follow them carefully in order to save a significant delay in turning stock into cash.

Procedure outlined

Here is an outline of the procedure Jennings described.

First, the form on the back of the GE stock certificate should be completed as follows:

1. After the words "hereby sell, assign, transfer unto" on the top line, insert "General Electric Company."

2. Before the word "shares" at the end of the next section, insert the number of shares to be sold. It can be any number up to and including the number of shares on the certificate.

3. On the line marked "Dated," insert the date the certificate is signed.

4. Below the dateline, the owner or owners should sign their names as they appear on the certificate.

The completed stock certificate or certificates should be mailed to:

**Securities Ownership Services
General Electric Company
P.O. Box 6015
Schenectady, NY 12301-6015**

Jennings said that certificates should be forwarded by registered mail and insured to at least 2% of the market

Form on back of GE stock certificate

price of the shares being mailed. This is to cover the replacement cost of the certificate if it is lost in transit.

A check covering the sale will be mailed to the owners by Securities Ownership Services. Unless the owners advise SOS in writing of a different address, the check will be mailed to the most recent address in company shareowner records.

"If your current address is different than the address listed on the certificate, you should list your current address on the bottom of the back side

of the certificate," Jennings said.

He added that under the Stock Redemption Program, stock will be purchased free of broker charges and commissions, but a New York State Stock Transfer Tax may be assessed. The value paid will be equal to the closing market price on the New York Stock Exchange on the day the properly completed certificate is received by SOS in Schenectady. Proceeds are generally mailed to owners within a week after receipt of the stock certificate.

**BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40**

**ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801**

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



General Electric News

FEBRUARY 5, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 5

Motor Business is GE's 2nd-largest steel user

The Motor Business is GE's second-largest user of steel next to the Appliance Business in Louisville, according to Dave Floyd, Motor Business manager of steel contracting.

Tens of millions of dollars are spent annually to purchase cold rolled carbon steel which is used in laminations, shafts, shells and miscellaneous parts. "Steel is the Motor Business' largest material purchase," he said.

Buying steel requires technical and business know-how and sharp negotiating skills. With Floyd and Contracting Agent Larry Bear handling the commercial end, and Dr. Carl Maucione, manager of materials lab, providing technical support, the Motor Business is well staffed in this area, says Tom Natale, Motor Purchasing manager.

"These gentlemen do a terrific job of balancing our need for quality, reli-

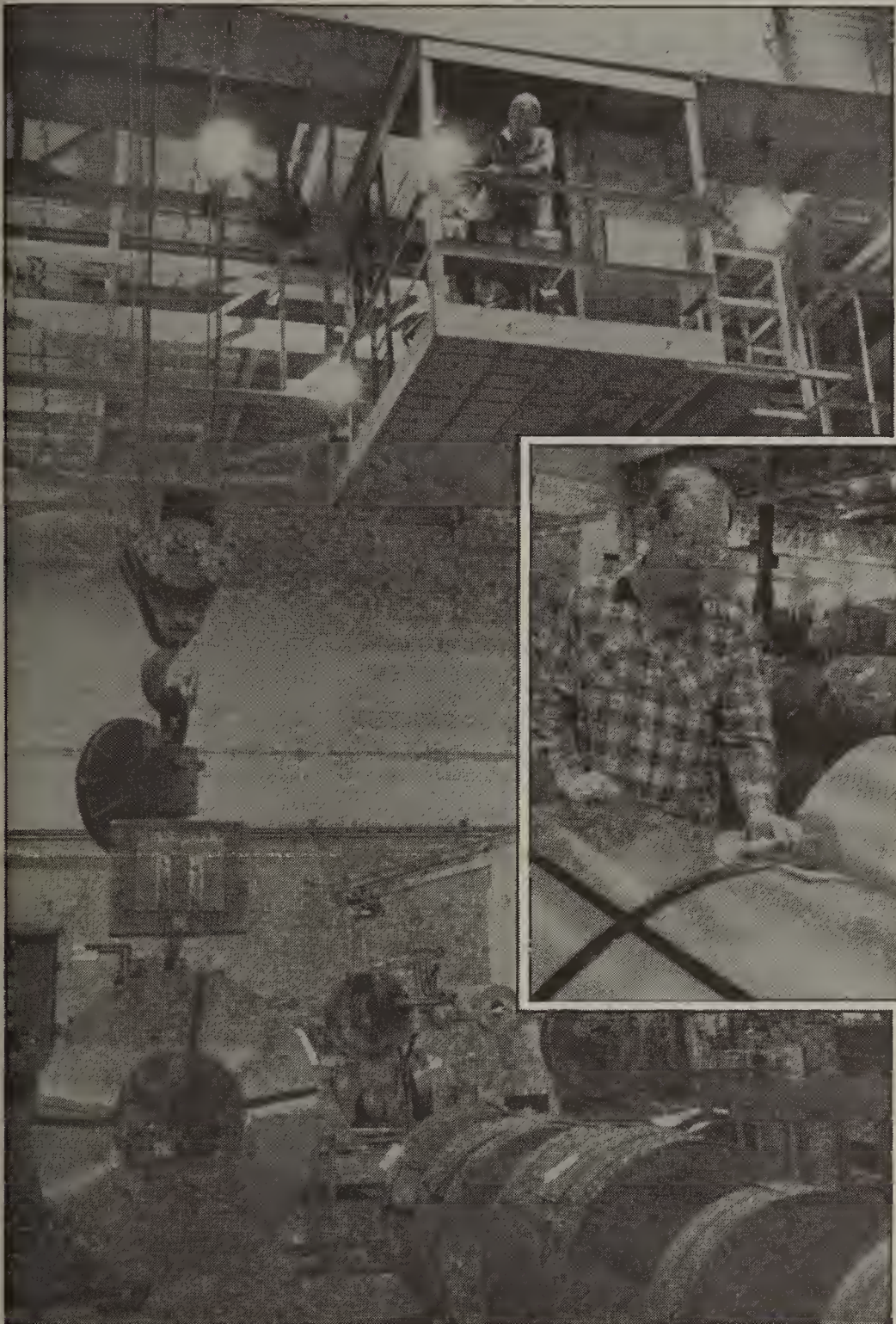
able steel with our desire to buy at competitive prices," he said.

Floyd serves as part of a three-man team which contracts steel for the entire General Electric Company. A representative of the Appliance Business and a corporate steel manager make up the rest of the trio. These men travel abroad searching for the best steel-value. They negotiate with vice-presidents of the largest steel manufacturers in the world.

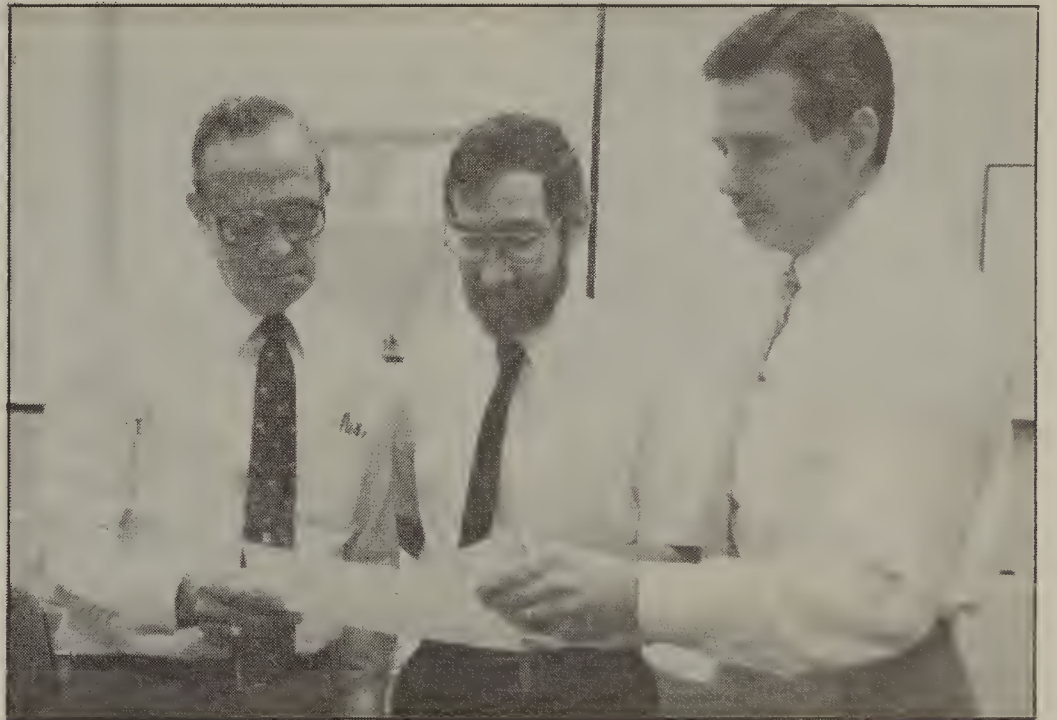
"The whole process is very intense," Floyd said. "It's not like going grocery shopping or looking for a car."

Preparing for annual contract negotiations begins early in the year as purchasers assess the Motor Business' steel needs based on business forecasts. They meet with GE economists and world steel authorities as part of

Continued on Page 4.



Jerry Kock, Taylor Street Dock 4 receiver, moves a heavy roll of steel to its proper storage space using a large overhead crane. (inset photo) Kock checks the tag on a roll of steel to make sure the correct roll has been delivered, (right) Dave Floyd, Dr. Carl Maucione and Larry Bear discuss conditions of a steel contract.



Steel makers face conditions common in motor industry

Foreign competition, overcapacity, price deterioration and other issues facing U.S. producers of motors are also issues which face U.S. steel-makers.

"We're both (U.S. motor and steel manufacturers) damaged by indirect imports for example," said Dave Floyd, Motor Business manager of steel contracting. When a foreign company exports motors as components of appliances to the U.S., we lose the opportunity to sell motors and the steelmakers lose an opportunity to sell us steel for those motors," he explained.

Indirect imports are a much larger

problem for steel makers in the automotive market, as foreign cars become more and more commonplace in America.

Direct Imports

Approximately 20% of the steel used in American-made products comes directly from overseas mills. As a result, the steel industry suffers from overcapacity, another issue common in the motor industry.

"Overcapacity has led steelmakers into war, and the weapons are price, quality and service," said Floyd. "It's the same kind of war we're fighting

in the motor industry. And, like many motor competitors, a good number of steel companies have been forced to raise the white flag."

Strategies used by steel manufacturers to win the war are similar to those used by motor makers. Cost-takeouts, plant consolidations, implementation of statistical quality techniques and employee involvement concepts, and product specialization are just a few examples of strategies they both use.

And, like the motor industry, the steel industry is capital intensive. It's tough for a motor or steel manufacturer to make investments needed

to maintain a competitive edge, Floyd pointed out.

"Things are different than they were between World War Two and the mid 1970s. In those days, investments were no problem for either of us because we dominated the marketplace and had money.

"But increased competition from overseas and at home has caused us to rethink the way we run business. That's not very comforting news for those who have been forced to go out of business. For those who are left, it's a tough road with tremendous challenges.

Prices of 1986 S&SP investments listed

Following is a summary of 1986's monthly prices of available investments in GE's Savings and Security Program. These are the prices at which S&SP participants "bought" shares and units with their paycheck deductions and the company's matching payments.

The Long Term Fund price for the last day of each month is also shown, as well as year-to-date annual

income rates for the Holding Period, LT and Money Market funds.

These figures are provided for information and should *not* be used for income-tax purposes. S&SP participants receive individualized tax information statements that provide data needed for tax returns.

1986	GE Stock Price	Mutual Fund Price	Holding Period Fund				Long Term Fund		Money Market
			(Constant \$10 Price)				Price	YTD Rate	(\$10 Price)
			YTD Annual Income Rate						YTD
			1983	1984	1985	1986			Income Rate
Jan.	\$69.818	\$35.929	13.7%	13.2%	12.8%	10.5%	\$11.57	10.1%	8.3%
Feb.	\$75.013	\$38.019	13.7%	13.2%	12.8%	10.5%	\$11.96	10.4%	8.2%
March	\$76.769	\$40.169	13.7%	13.2%	12.9%	10.5%	\$12.46	10.3%	8.1%
April	\$77.403	\$40.995	13.7%	13.2%	12.9%	10.5%	\$12.53	10.2%	8.0%
May	\$77.744	\$41.184	13.7%	13.2%	12.9%	10.6%	\$12.23	10.2%	7.8%
June	\$80.923	\$42.452	13.7%	13.2%	12.9%	10.6%	\$12.36	10.1%	7.7%
July	\$75.915	\$41.625	13.7%	13.2%	12.9%	10.6%	\$12.34	10.0%	7.6%
Aug.	\$75.583	\$42.362	13.7%	13.2%	12.9%	10.7%	\$12.60	10.0%	7.5%
Sept.	\$74.107	\$41.552	13.7%	13.2%	12.9%	10.7%	\$12.35	9.9%	7.3%
Oct.	\$74.943	\$41.498	13.6%	13.2%	12.9%	10.7%	\$12.47	9.8%	7.2%
Nov.	\$78.664	\$42.819	13.6%	13.2%	12.9%	10.7%	\$12.58	9.8%	7.1%
Dec.	\$86.648	\$36.627	13.6%	13.2%	12.9%	10.7%	\$12.42	9.9%	7.0%

S&SP prices listed for 'intangibles tax'

The year-end closing prices for S&SP investments to be used in calculating Indiana "intangibles taxes" are as follows:

GE Stock - \$86, LT Fund Units - \$12.42, and S&S Mutual Fund Units - \$35.48.

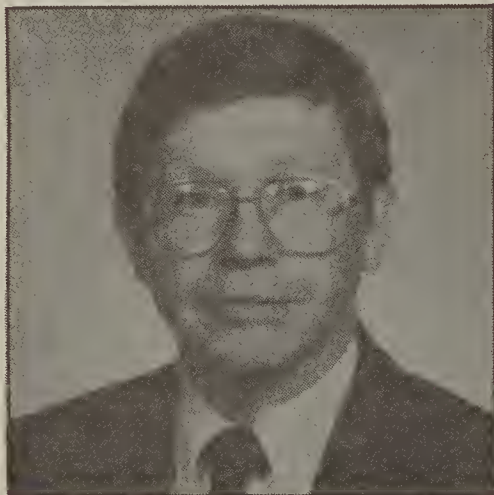
These prices apply to securities owned Dec. 31 as a result of distributions prior to January 1987.

In addition, the "tax cost" for securities distributed this month under the Savings and Security Program is listed on the Tax Information Statement mailed last month.

Employees will need the "tax cost" in the future for reporting gains and losses for tax purposes. Tax information Statements should be kept in a safe place for future use.

Employees should be aware that GE is required to report all securities payments to the Internal Revenue Service. A cross-reference by the IRS would show that an employee had received taxable securities.

Dan DeForrest named Motor Finance manager



DeForrest

Daniel J. DeForrest has been named manager of Motor Finance, David Genever-Watling, vice president, announced last week.

DeForrest served as manager of Finance with the Mobile Communications Finance Operation in Lynchburg, Va. since 1984. He joined General Electric in 1968 on the Finance Management Program in Utica, N.Y., with the former Radio Receiver Department.

He has held assignments in the Audio Electronic Products Business, the Housewares and Audio Business Division and the Lighting Business Group.

Employees receive Housekeeping Award



Bonnie Green, lead cutter; Dorlan Curry, lead assembler; and Violet Gerardot, lead assembler; received the Housekeeping and Safety Award this week for their efforts in keeping their area in Building 4-4 clean. The award was presented periodically by the Housekeeping and Safety committee which was formed as part of the Self-Directed Workforce.

Employees choose retirement

Warren H. Wyckoff retires with 42 years of service. He began as an apprentice in Building 12-2. He retires as manager-warehouse traffic and receiving in Specialty Transformer.



Wyckoff plans on travel, fishing at his Hamilton Lake cottage, and pursuing other hobbies.

Elmira L. Debout retires with 24 years of service. She began in Miscellaneous Parts assembly at Taylor Street and retires as a switch assembler at Taylor Street.



Other retirees include: Marjorie H. Hubner, repairwoman at Taylor Street; and Marion J. Geeting, tester in Building 8-2.

West side of Lindley marked No Parking

Relatives and friends who pick employees up after work on Lindley Avenue are asked to park only on the side of the street nearest the parking lot while waiting.

Parking on the McCullough Park

side of Lindley is prohibited by the city and is posted as such.

Dan Moore, plant protection manager, said Lindley is the Fire Department's access to Broadway facilities, and that congested traffic could be hazardous in an emergency.

GE Credit Union annual meeting to be held Feb. 28

The General Electric Employees and Affiliates Federal Credit Union will hold its Annual Meeting at 1:30 p.m. on Saturday, Feb. 28, at the Sheraton Inn, 5350 Distribution Drive, Fort Wayne.

This once-a-year official gathering

gives members the opportunity to have a voice in the affairs of the organization.

The Board of Directors and its several committees will submit reports to the membership, and the results of the mail balloting for directors will be announced. Door prizes will be given out.

Payroll Deduction available through Fort Wayne National

Fort Wayne Motor and Transformer employees are reminded that they may have portions of their pay deducted for deposit into a Fort Wayne National Bank account.

Connie Di Fillipo, manager of the Building 21 Fort Wayne National branch, said payroll deductions may be designated for deposit into savings or checking accounts. There is a special arrangement for making loan payments as well.

Payroll deduction is available to employees who currently have Fort Wayne National accounts and those

Visit the
Building 21 branch

**FORT WAYNE
NATIONAL**
that's my BANK



who wish to open an account.

Employees who would like to participate in payroll deduction should sign up at the Building 21 branch.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

GE NEWSLINE

Caterpillar Closing three plants due to production overcapacity

Peoria, Ill. -Caterpillar Inc., a maker of construction machinery and diesel engines, plans to close three factories as part of its continuing cost-cutting efforts. Scheduled to close in 1988 are plants in Davenport, Iowa; Dallas, Ore.; and Glasgow, Scotland.

The closings are expected to improve the company's capacity utilization.

Caterpillar is in the midst of a \$1 billion, five-year modernization program. Last September the company said it was behind in its extensive cost-reduction efforts. At that time, Caterpillar said it was incurring "significant" modernization costs without all the expected benefits.

In recent years the construction machinery industry has been plagued by severe price discounting.

Too much manufacturing space

"We have too much manufacturing space," a Caterpillar spokesman said. "Something has to be eliminated."

Adlets

FOR SALE

- GIBSON SELF-CLEANING ELECTRIC RANGE, cprtne, ex. condition. 493-2409.
- 77 BUICK REGAL, V6, 2 dr., 1 owner, ex. cond., \$1,495. 489-4416.
- SNOW SKIS, 35", 60", 75" & 79" long, \$5/pr. 484-4515.
- DIAMOND SOLITAIRE ENGAGEMENT RING, .63 carat, sz. 5. 436-2320.
- 81 CITATION, 4 dr., pwr brks & strg, air, cruise, tlt, \$1,700 or best offer. 432-8633.
- VOLVO - '80 & '83, ex. condition, no rust; '74 Chevelle, 40,000 miles. 422-9368.

- '78 CHEV. MALIBU, V6, 4 dr., clean, \$900, eves. 493-2915.
- WOMAN'S LEATHER JACKET, sz. 12, blk, for motorcycle wear, worn once, \$100. 432-1849.
- SNOW BLOWER, elec. start, ex. condition, \$160. 744-4480.
- REMODELING? NEW PRE-HUNG BIRCH DOOR, 36", \$60. 672-2737.
- SMALL POOL TABLE, 7'x3.5', ques & balls, \$50, aft. 6 p.m. 627-3463.
- ANTIQUE WIRE ICE CREAM STOOLS, 4; 14" whl & tire for spare on Ford Ltd. 485-0875.

- COVINGTON MEMORIAL FAMILY PLOT & MARKER, sell for orig. price. 485-7835.
- GOLD COCKER SPANIEL, 9 mos. old, all shots, very loveable, \$45. 489-9453.
- BEDSPREAD, full sz., wht chenille w-pk & grn. 447-4890.
- '76 OLDS STATION WAGON, ex. cond., no rust, see and offer. 432-0856.

WANTED

PRIVATE CARE FOR THE ELDERLY, days only; call aft. 6 p.m. 486-2558.

FOR RENT

STORAGE SPACE FOR CARS, snowmobiles, boats, inside or out. 636-7264.
TWO BEDROOM HOUSE, 1161 Wabash. 426-7016.

SERVICE

- SWEETCAKES THE MAGIC CLOWN SHOW - Valentine's Day specials; call early. 745-1545.
- TYPING, professional quality for any need; call any time. 637-2702.
- BASEMENT WALLS & FLOOR REPAIR, concrete, brick, block. 456-1187.
- PROFESSIONAL DJ & VIDEO for parties, weddings, etc., Musicman. 447-4447.
- EXERCISE TABLES - first session free; tanning, \$35 + \$1/vist/Feb. 745-5357.
- EXPERT PAINTING, experienced, int/ext., free estimate. 432-3305.

FREE

ELECTRIC WATER HEATER, 55 gal., used but works OK; call aft. 6 p.m. 693-3112.

Elex calendar

- Feb. 5 Feb. 5 Basket weaving class, 6-9 p.m., 18-1 conf. Rm., \$6.50 members, \$7 non-members.
- 18 El-Par Social Mtg., 11:30 a.m., Woodview Health Care Center, 3420 E. State.
- 24 Exec. Board Mtg., 4:45 p.m., Elex Office.
- 24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
- 25 El-Par Board Mtg., Al's Restaurant, Waynedale.
- Mar. 3 Stenciling class, 6:30-8:30 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
- 5 Pen-El Board Mtg., 12 Noon, Atz Ice Cream Shoppe, Tillman Rd.
- 9 Bingo Super Program, 4:45 p.m, GE Club.
- 11 Pen-El Social, 11:30 a.m., Bethany Church.
- 17 Partizan Meeting, 12 noon, Salem United Church of Christ, Lake Ave.
- 17 Ribbon Roses Class, 6-9 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
- 23 Honorettes, Salem United Church of Christ.
- 24 Exec. Board Mtg., 4:45 p.m., Elex Office.
- 24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
- Apr. 1 Copper punching class, 7-8 p.m., GE Club, upstairs, \$3.50 members, \$4.50 non-members.
- 8 Pen-El, 11:30 a.m., Bethany Church.
- 8 Cake decorating class, 6-9 p.m., GE Club, upstairs, \$15 members, \$16 non-members.
- 15 Cake class continues, 6-9 p.m., GE Club, upstairs.
- May 6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
- 13 Pen-El, 11:30 a.m., Grabill Farm.

Promote JA!

Trunk Chain - \$3.50

Keep your lid down when carrying large objects!

Personalized Buttons - \$.75 or \$1

Include your favorite photo!

Help the GE-sponsored Junior Achievement Company "Right Connection" by purchasing one of these items today. Contact Julie Hendricks, Ext. 2682; or Jan Jaquay, Ext. 4459.

Hy-Test Safety Shoemobile is Coming.

SPECIAL Sale

Safety Shoe Distributors, Inc.

24 pre-selected styles of Men's & Women's Safety Shoes all for the unbelievably low price of:

\$39.⁹⁵

Save 15% to 25% on these unusual values All Sizes Available

BE SURE TO VISIT THE HY-TEST SAFETY SHOEMOBILE WHEN IT VISITS YOUR PLANT!

- TAYLOR STREET -
Tuesday, February 17th -- 6:00 AM - 4:00 PM
Wednesday, February 18th -- 6:00 AM - 4:00 PM
- WEST SIDE BROADWAY -
Thursday, February 19th -- 6:00 AM - 4:00 PM
- EAST SIDE BROADWAY -
Friday, February 20th -- 6:00 AM - 4:00 PM

In memory

Jerry O. Moore, Hobe Sound, FL, died Jan. 22. He retired from GE in 1979.
Harmon E. Westrick, 404 W. Lennox, died Jan. 24. He retired from GE in 1973.

* ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

More than 300 employees complete 2nd semester of quality training

"This is exciting...it's all-win and no-lose." Those were some of the words David Genever-Watling, Motor Business vice president, said after watching Motor Business employees give 15 quality-problem-solving presentations recently.

The presentations were made during commencement of the second semester of statistical quality training

being given to employees from various functions across the Motor Business. The training is part of the Motor Business' quality education curriculum.

Throughout the 16-week course, participants apply statistical quality techniques to team projects which deal with real quality problems in

Motor Business operations.

"This training gives each of you a chance to directly contribute to our business," Genever-Watling said. "You have displayed a willingness to work together, and that's what it takes for us to climb mountains."

At the end of the 16-week training, each team gives a presentation to a

panel of managers. Then, each class picks a team to represent them at the commencement.

Hourly Manufacturing employees made up approximately 20% of the more than 300 second-semester participants of the 16-week course. A new eight-hour "utilization" course is being developed and will be available to hourly employees in the spring.

Manufacturing employees reflect on quality training



Greg Sprinkle, Wire Mill

The training was definitely worth my time and effort. Instead of just saying, 'We've got to improve quality,' we're being taught the XYZs of where and how to improve quality.

The classes are good because they bring people from different areas together. Everyone feels like they're part of a group and part of the company.

In our group, everyone worked together. If someone didn't understand something -- like statistics -- a person who did understand would help that person.

Working together helps your self-worth. Everybody has a chance to say their piece and have it taken seriously. It makes you feel like the knowledge you have about the product is worth something.



Dick Parker, Section 14

It's good that we are learning how to use control charts. Sometimes when customers tour through the plant, they stop and ask, "Where is your control chart?" What can we say? Now we'll have something to show them.

I think the charts will help operators be better aware of quality.

The mix of people helps. We had computer people, planners, people from the Wire Mill, managers... If we didn't have the mix, I don't think we could have done our projects.

Sometimes the material was hard if it was something you had never been exposed to. But someone in the class always knew about it and would teach the ones who didn't know. Overall the course was very interesting.



Dianne Girardot, Building 4-4

The classes open your mind because you have input from people on different jobs. It helps you see different points of view.

The charts and graphs we learn will give us better control of our quality, and everyone knows how important that is.

The class isn't too difficult if you ask questions. You can't just sit there and keep quiet. I wasn't afraid to ask questions, and I felt very comfortable. The moderator explained it well.

My foreman and I were in the same class, so we helped each other sometimes. It was fun.

Steel

- Continued from page 1.

the process. They also conduct "trial-run" negotiating sessions before venturing out to bargain with steel companies.

Besides finding the right price and delivery terms, there are two basic technical aspects which must be looked at carefully when buying steel.

The first aspect is magnetism - The steel must yield maximum energy efficiency. Secondly, the steel must contain mechanical characteristics that allow it to go through the Motor Business' various factory processes such as annealing, core-making methods and punch-pressing.

Quality is a major factor in choosing a steel source. Most steel sources have implemented statistical quality techniques similar to those used in the Motor Business.

"Steel makers are really into SPC (Statistical Process Control) and have been for awhile. Like us, they are competing with the Japanese who

are the forerunners in the statistical quality area," Floyd said.

Plants order steel

After an annual contract has been signed, it's up to Motor Business plants to order steel as they need it. Each plant is given conditions of the contract.

Scheduling is a tough job. Piling up inventories is taboo since dry steel can rust within 24 hours. Therefore, communication both within the factor and with the steel mill is essential, Floyd noted.

Scraping must also be kept at minimum because of steel's high cost. 30% of the steel goes for natural scrap (such as wedge scrap and wire slots) alone.

"Steel is money...lots of money," Floyd said. "It's up to each employee who works with steel to protect our investment by avoiding unnecessary waste."



General Electric News

FEBRUARY 12, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 6

GENERAL PERIODICALS
NON-CIRCULATING

Officials tour Fort Wayne plants

Two for two: Motor Business goal for '87

"Two for two: that's the Motor Business' goal for 1987," Steve Riedel, general manager - Motor Business Programs, said to salaried Fort Wayne Manufacturing employees Monday.

"We're already one for one - that is, we met our financial commitment to General Electric in 1986," he explained. "The Company expects even greater things from us in 1987."

"David (Genever-Watling, Motor Business vice president) has already explained our plan to you. It's a challenging plan, but a realistic one. I believe we can blow it out of the water if everyone gives it their all."

Riedel made the comments between tours of the Broadway and Taylor Street plants.

Program management

Riedel's organization is responsible for planning and implementing programs which pull Motor Business functions together and give them a greater market focus. Each Program general manager, reporting to Riedel, is assigned to and "owns" a specific market segment such as heating, ventilating and air-conditioning; commercial; industrial; and automotive.

"The Motor Business lost some of its market and customer focus when we converted from Product Departments to a functional organization. The Program general managers will help us integrate our efforts within the functional organization by putting our focus back on markets and customers instead of on internal issues," Riedel said.

Priorities for '87

Priorities for the Motor Business in 1987 include: improving quality; rationalizing plants to improve utilization of manufacturing space; investing in badly-needed systems; fully adopting and implementing program management; reducing base and variable costs; improving communication through frequent interaction between managers and employees; and, above all, improving the execution of the basic Motor Business strategy.

"As David said before, we have a good plan, but we haven't executed it well over the past two years. Program management will help us improve our execution so we can be two for two in 1987."



A group of Motor Business officials toured the Broadway and Taylor Street plants Monday. Shown above, Ron Kroemer, manager of technical support; Steve Riedel, general manager-Motor Business Programs; Ed Schenck, manager-commercial/industrial production; and Pat Palmisano, Fort Wayne Manufacturing manager; watch Clyde Kelso, hardware assembler in Building 6-4, as she attaches capacitors to motors for Hewlett Packard disc drives. Others who toured were Don Busslick, Motor Manufacturing general manager; John Hofmeister, Motor Relations general manager; Roger Bricknell, newly appointed manager of business development and planning; Jon Drler, financial analyst for Motor Programs; John Pinnington, Taylor Street Production manager; and Claude Sparks, Broadway Production manager.

Franklin improves its income despite lower sales in 1986

Franklin Electric Co., a competitor of the Motor Business, reported full-year net income of \$7.7 million, or \$2.08 per share, including \$2.2 million in tax benefits, according to a recent Journal-Gazette article.

A year ago the company, based in Bluffton, reported a \$7.2 million loss, partly because of the sale and closing of some operations.

Franklin's sales of \$130.5 million were down 27.2 percent from \$179.3 million in 1985. However, its return on sales (ROS) was 5.9 percent, up from 4.0 percent in 1985.

William H. Lawson, chairman and chief executive officer, cited improved cost control and the completion of the sale of businesses as contributors to the improvement.

Vehicles to be towed if improperly parked

New parking permits were issued to salaried employees at the beginning of January. Some employees were reassigned to different parking areas.

"Most people have adjusted well to the new system," said Dan Moore, plant protection manager. "To make it work we need the full cooperation of all employees."

Those few employees who are not yet parking where they should be are subject to towing.

Moore said, "By now employees should know where to park under the

new system. Therefore, we will begin towing violators."

Under the new system, employees should park in lots for which they have a valid permit.

There have been cases where people have removed their permit to park in areas for which permits were not issued, such as in the visitors parking area. These violators are also subject to towing.

In cases where unauthorized parking creates a safety hazard, cars will be towed without warning.

Make sure dependents are covered under GE Plan

Certain changes in your personal status or in that of your dependents require that you bring your GE insurance coverage in line with your changing life.

A list of such changes follows:

- **When you marry.** You must enroll your spouse for dependent coverage. Enrollment doesn't happen automatically. If you enroll your spouse within 31 days of your marriage, he or she will not have to provide proof of good health which is otherwise required by the insurance company. If you enroll your spouse after the 31-day enrollment period, you must pay the expense of acquiring a doctor's proof of insurability.

- **When you marry someone whose children become solely your dependents (whether adopted by you or as stepchildren residing in your home.)** The same conditions as above apply: You must elect dependent coverage within 31 days of your marriage to avoid the proof-of-insurability requirement.

- **When you or your GE-insured spouse give birth.** Newborn infants are automatically covered from birth if you have dependent coverage in

effect at the time the child is born. There is an exception to this policy for those covered under the Blue Cross Preferred Care Plan. Preferred Care requires registration of all dependents, including newborn. To add a newborn or make any other change to your list of dependents under Preferred Care, you should obtain a form from Personnel Accounting or Employee Relations and complete it.

- **When your 18-year-old child completes high school, gets a job and moves out to live on his own.** You may no longer cover him as a dependent, but coverage through an individual conversion policy is available.

Unmarried children ages 19-22 who are not employed full time and are principally dependent upon you for support are eligible for continued coverage. At age 23 coverage will terminate unless the child is either a full-time student or incapable of self-sustaining employment because of mental illness, retardation or physical handicap.

- **When your spouse dies.** Unless you have eligible dependent children, cancel dependent coverage.

GE NEWSLINE

Restructuring helps Westinghouse increase profits 11% in 1986

Pittsburgh - Westinghouse Electric Corp., one of many U.S. companies undergoing restructuring, increased its profits by 11% in 1986 - earning about six cents in each sales dollar. Net income was \$670.8 million.

"We are entering 1987 with a strong balance sheet," said Douglas Danforth, Westinghouse's chief executive officer.

"While 1987 appears to be another year of limited economic growth, with our present quality backlog, we anticipate continued financial improvement.

In the past several years Westinghouse has shed a number of unprofitable businesses including motor operations.

High inventory causes 160 layoffs at GE's Medical Systems Group

MILWAUKEE - High inventory levels have resulted in the layoff in January of about 160 employees at GE's Medical Systems Group headquarters in Milwaukee.

"Inventory levels are at a point where we can no longer support the current number of production employees," said

John Trani, the group executive. "As a result, manufacturing schedules are being adjusted in some product lines."

Medical Systems' organization structure is also being changed. Trani said the business has "a serious cost problem that must be dealt with quickly and effectively."

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

Adlets

FOR SALE

- '81 BONNEVILLE, diesel, Ziebarted, tilt whl, air, AM-FM, ex. cond. 493-1980.
- WHIRLPOOL FREEZER, 5 yrs. old, good cond., \$200. 447-1467.
- SNOW BLOWER, elec. start, ex. cond., \$160. 744-4480.
- '77 MALIBU CLASSIC, air, 4 dr., V-6, ex. cond., \$850. 672-8327.
- '73 BUICK CENTURY, one owner, low miles. 747-2723.
- BARBER EQUIPMENT: hyd. chair, cabinet w-mirror, sink, etc., \$800 or offer. 489-2953.
- '79 CHEV. CAPRICE STATION WAGON, good condition, \$1250; call aft. 5 p.m. 447-4751.
- DINING TABLE w-6 chairs, \$325; dinette w-4 chairs, \$100. 428-5306.
- DIAMOND SOLITAIRE, .63 carat engagement ring, sz. 5. 436-2320.
- TWIN BEDROOM SET, 5 pc; dinette set; end tables & coffee table; qn sofa bed; vertical blinds. 486-3929.
- WATER CRAFTS, sz. 14 - red, grns & natural. 744-3199.
- HARLEQUIN BOOKS, 45/\$10, look new. 426-3790.

- '77 CHEV. TRUCK, 350, V-8, air, ps, pb, at, AM-FM stereo w-tape, digital clock, new seats, headliner, carpet, new radials. 637-8001.
- PEARL DRUM SET, 7 pc., toms, base, snare, cymbals, stds. 424-7026.
- '82 DODGE HATCHBACK, ps, pb, ar, frt whl drv; call aft. 5 p.m. 637-6522.
- '81 CITATION, 4 dr., pb, ps, air, cruise, tilt, \$1,700 or best offer. 432-8633.

In memory

Eunice Z. Richey, Indianapolis, IN, died Feb. 3. She retired from GE in 1983.

Robert C. Whonseller, Huntertown, IN, died Feb. 5. He retired from GE in 1977.

Bowling scores

Friday Nite Ladies - 1/9/87

Janie Anderson (181-168-152)	501
Gertie Jones (163-167-177)	507
Liz Papen	194

Apparatus League - 2/5/87

Mike Mossberger	232
Frank Richards	215
Steve Scherer	215
Maury Haines	214
Ed Boedeker	211

- R/C GRASSHOPPER, new tires, motor & others, \$200 or best offer. 447-0951.
- '72 AMBASSADOR, 4 dr. 456-3755.
- SEARS WENCH, 6,000 lbs., 12 V, nvr used, cost \$325, sell for \$225. 432-2129.
- WORLD BOOK-CHILDRAFT ENCYCLOPEDIAS. 432-3274.

WANTED

TEAM FOR DEVOTED SOFTBALL PLAYER, Paul. 485-2352.

FOR RENT

STORAGE SPACE FOR CARS, snowmobiles, boats, inside or out. 636-7264.

SERVICE

- PROFESSIONAL DJ & Video for your parties, wedding, etc., Musicman. 447-4447.
- HEDGE TRIMMING - now is the time-experienced, free est. 747-5531.
- TYPING - resumes, term papers, Karen. 493-6311.
- LIVE MUSIC for weddings, parties, any occasion. 432-9397.
- CONCRETE CONSTRUCTION - repair/replace. 456-1187.

FREE

ZENITH TELEVISIONS, 2, early '70s, 25" tube type, 1 chasis, 1 cabinet. 432-8300.

Elex calendar

- 18 El-Par Social Mtg., 11:30 a.m., Woodview Health Care Center, 3420 E. State.
- 24 Exec. Board Mtg., 4:45 p.m., Elex Office.
- 24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
- Mar. 3 Stenciling class, 6:30-8:30 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
- 5 Pen-El Board Mtg., 12 Noon, Atz Ice Cream Shoppe, Tillman Rd.
- 9 Bingo Super Program, 4:45 p.m., GE Club.
- 11 Pen-El Social, 11:30 a.m., Bethany Church.
- 17 Ribbon Roses Class, 6-9 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
- 17 Partizan Meeting, 12 noon, Salem United Church of Christ, Lake Ave.
- 23 Honorettes, Salem United Church of Christ.
- 24 Exec. Board Mtg., 4:45 p.m., Elex Office.
- 24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
- Apr. 1 Copper printing class, 7-8 p.m., GE Club, upstairs, \$3.50 members, \$4.50 non-members.
- 8 Pen-El, 11:30 a.m., Bethany Church.
- 8 Cake decorating class, 6-9 p.m., GE Club, upstairs, \$15 members, \$16 non-members.
- 15 Cake class continues, 6-9 p.m., GE Club, upstairs.
- May 6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
- 13 Pen-El, 11:30 a.m., Grabill Farm.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

- INDICATE TYPE OF AD HERE:
- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

Hy-Test Safety Shoemobile is Coming.

 **SPECIAL Sale**
from
Safety Shoe Distributors, Inc.
24 pre-selected styles of
Men's & Women's Safety Shoes
all for the unbelievably low price of:

\$39.⁹⁵

Save 15% to 25% on these unusual values
All Sizes Available

BE SURE TO VISIT THE HY-TEST
SAFETY SHOEMOBILE WHEN IT VISITS
YOUR PLANT!

—TAYLOR STREET—
Tuesday, February 17th -- 6:00 AM - 4:00 PM
Wednesday, February 18th -- 6:00 AM - 4:00 PM
—WEST SIDE BROADWAY—
Thursday, February 19th -- 6:00 AM - 4:00 PM
—EAST SIDE BROADWAY—
Friday, February 20th -- 6:00 AM - 4:00 PM



GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

FEBRUARY 19, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 7

en County Public Library

Employees apply quality techniques, save the Motor Business \$60,000 per year

Who would guess that you could correct a \$60,000-a-year quality failure with paint thinner and a couple of old tanks?

Five Taylor Street employees did just that as part of their team application project in the second semester of Motor Business quality training. The training is one phase of the Excellence Through Quality thrust.

This article outlines basic steps the team used to find and solve the problem of "paint on nameplates."

Team members are Steve Irwin, Technology; Roger McFadden, Manufacturing; Jerry O'Brien, Technology; Randy Simmons, Manufacturing; and Jim Spalding, Marketing.

Finding the project

The "Iceberg Busters" (their team name) chose to do their application project in the hardware assembly area at Taylor Street because McFadden and Simmons work in that area.

- **Analyzed daily reject report.** To find a specific problem to work on, they looked at daily reject reports in hardware assembly. Among defects listed were damaged bases, loose clampbolts, missing keys and painted nameplates.

- **Prepared Pareto diagram.** Next they prepared a Pareto (Pührātō) diagram. This diagram shows which of the defects has the highest percentage of occurrence (see illustration below). Paint on nameplates had one of the highest occurrence rates (15%) of all defects in hardware assembly.

- **Stated the problem.** The team was ready to state the problem it was going to solve: 15% of total rejects at hardware assembly are due to paint on metal nameplate data.

Note: Nameplates list important technical information the customer needs to know about the motor. Most motor nameplates are vinyl and are attached to the motor after it has been painted. However, some applications still require metal nameplates. These nameplates are assembled to the motor before it goes through the paint process. Operators cover the nameplate with a

mask so that paint will not reach it (see photo).

Listed possible causes. The team hypothesized causes of the problem. In quality training they learned that quality failures are most likely to occur in five areas: materials, machines, manpower, methods and measurement.

They agreed that the likely cause in this case was manpower because there is a high turnover of employees in the paint area - employees new to the process were more likely to put the masks on incorrectly. They later found this hypothesis was wrong.

In-depth look at the process. To test their hypothesis, the members tracked motors through the paint process, paying close attention to each step.

It became apparent that manpower was not the primary cause of the problem - the operators consistently put the masks on the nameplates correctly, but paint still continued to show up on the nameplates.

The problem, they found, was in the method. After several uses, paint was building up on the masks' surfaces which lie against the nameplates. This created space between the mask and

the nameplate, allowing paint to seep between and get on the nameplate.

Formed final solution. To solve the build-up problem, the team devised a way to clean the masks. They brought in a couple of old tanks that were

scheduled for auction and filled them with paint thinner. Operators now dip the masks in the thinner approximately once a week to clean them. This has reduced the problem by 90%, as shown on the control chart below.

Operators place masks over metal nameplates so that paint will not get on the nameplates during the motor paint process. Paint build-up on the surface of the masks caused space between the mask and the nameplate, allowing paint to seep between them and get on the nameplate.



PARETO DIAGRAM

TITLE: HARDWARE ASSEMBLY

CLASSIFICATION	NUMBER OF OCCURRENCES	PERCENTAGE OF TOTAL
PAINTED NAMEPLATE	694	15
DAMAGED BASE	676	15
DAMAGED CAP COVER	507	11
MISSING KEYS	472	10
LOOSE CLAMPBOLTS	440	10
MISSING DRAIN PLUG	396	9
PAINT RUNS	390	9
DAMAGED NAMEPLATE	356	8
TIGHT RESET BUTTON	344	7
NOT ENOUGH PAINT	317	6
OTHER		
TOTAL	4592	100

GENERAL ELECTRIC

CONTROL CHART FOR ATTRIBUTE DATA

M.B.

PLANT	SECT 14	DEPT	OPERATION	DATE CONTROL LIMITS CALCULATED	ENGINEERING SPECIFICATION	PART NO.
MACH NO		DATES	HDW ASSM		SAMPLE SIZE FREQUENCY	PART NAME PAINT MASK
p <input type="checkbox"/>	c <input type="checkbox"/>	Avg = UCL = LCL =			CHARACTERISTICS	
np <input checked="" type="checkbox"/>	u <input type="checkbox"/>					



Excellence Through Quality

Data for control chart compiled by Marie Mayes, voucher match operator.

Tips for using Product Purchase Plan

Employees who want to take advantage of discounts on GE products through the Product Purchase Plan should read the following tips.

- Make sure the particular model you select is listed as eligible for a courtesy discount. Motor and Transformer employees may do this by calling Loretta Jones on Ext. 3266. ACSD employees should check with Employee Relations.

- Make the best deal you can on the product from an authorized GE dealer.

- You may receive courtesy discounts on any eligible company product purchased as a gift for eligible family members only. Eligible family members are those individuals who may be

claimed as dependents by the employee on his or her federal tax return. Generally, this refers to family members who are more than half-supported by the employee. (Sometimes there are advertised employee discount specials, however, which allow employees to buy for other family members.)

Information on how often employees may purchase each appliance, for whom and guidelines for purchasing appliances from a new home builder are contained in the Employee Benefits booklets.

The product must not be disposed of or moved from the employee's or the family member's home until at least six months after delivery and installa-

tion. Otherwise, the employee must return the courtesy discount.

- From the dealer, obtain an invoice that includes the employee's name and address, the dealer's name and address, product names and complete model numbers, address to which the products were delivered and the date of delivery.

- Motor and Transformer employees should pick up Employee Product Purchase Plan application forms from their Employee Relations office or Personnel Accounting, Building 18-1. ACSD employees can get forms from any secretary or the Relations office. Complete and sign the form and attach the dealer's invoice.

- Motor and Transformer employees should submit their forms to Fort Wayne National Bank, Building 21 branch. ACSD employees should submit forms to the address listed on the form. The application should be submitted within 45 days of delivery. You will receive your discount within a few weeks.

Pensioners should send the invoice or builder's statement (no application is necessary) to Pension Plan Accounting, Building 5, Schenectady, NY, 12345, within a 45 day period. The pensioner's Social Security number and address must be written on the invoice.



(From left) Katie Sroufe and Cynthia Gerding are tellers in the Building 21 branch of Fort Wayne National Bank. The branch is open between 9 a.m. and 4 p.m. on weekdays.

Fort Wayne National offers HELP

For most people, their home is their greatest asset. It's like a savings account that grows through the years but doesn't allow withdrawals. Until now.

The Homeowners Equity Line Program (HELP) available from Fort Wayne National Bank lets you establish a credit line based on the value of your home. So you're able to make use of the equity you've built.

There are important advantages to HELP.

- Interest rates are lower than those charged by most credit cards.

- The money can be used for any purpose - Christmas, college, vacations, home-improvement projects, major purchases, medical bills...anything.

- Under the new tax law, the interest on most consumer loans will no

longer be completely tax deductible. But interest on loans against the value of your home will be, if certain federal regulations are met. This makes car loans, vacation loans, and other traditional consumer loans less attractive.

- HELP is convenient. Once you're approved for the program, you essentially become your own loan officer. When you need money for any reason, you just write a check for it. Your Homeowners Equity Line will automatically be activated, and the check will be covered.

HELP is one of the many services available through Fort Wayne National's Building 21 branch. For more information about HELP or any other FWNB's services, visit the branch between 9 a.m. and 4 p.m. any weekday.

Alger Award nominations due March 13

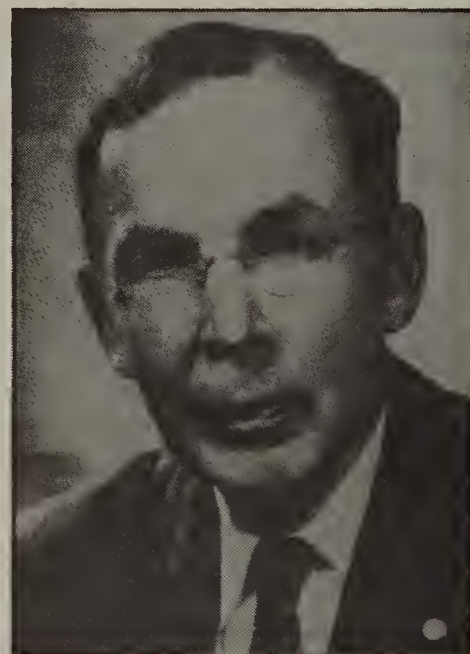
Nominations are now being accepted to recognize a top motor engineer or scientist with the prestigious Alger Award.

The main criteria for selection will be outstanding individual technical achievement. Other criteria may include patents, publications and recognition by fellow employees or professional groups.

The Alger Award recognizes and encourages engineering contributions to General Electric in the field of rotating electrical machinery. GE's rotating electrical machinery businesses are the Motor Business, the Drives Motor and Generator Department, the Canadian General Electric Motor Business components and the laboratories that serve these businesses.

The award is named after Philip L. Alger (1894-1979) who, in the course of his 40-year career with GE, was internationally recognized for his contributions in the field of electric motors and electric motor drives.

A plaque will be given to the winner and a \$3,000 grant will be given to a college or university of the winner's choice for advanced education in engineering and science. The award is granted biennially over a 10-year period, which began in 1981.



The Alger Award (named for Philip Alger, pictured above) for motor engineers will be presented in Fort Wayne on April 29. Nominations for the award are now being accepted.

Any GE employee may submit the nomination of a colleague for this award. Nominations are due before March 13, 1987, and should be sent to Clovis Linkous, Building 19-5.

The award will be presented at a banquet in Fort Wayne on April 29 in connection with the regular meeting of the Company's Rotating Electrical Machinery Symposium. Alger was a leading participant in this event for many years.

Detailed Brochures can be obtained from Jean Noller, Building 19-5, Ext. 2002.

Here's January's S&SP report

Here are the prices used to credit Savings & Security Program accounts in January.

GE stock, \$94.655; S&S Mutual Fund, \$36.561; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund \$12.03.

Year-to-date annual income rate for the HP Fund was 13.1% for '84 investments, 12.5% for '85, 10.3% for '86 and 9.0% for '87.

LT Fund's YTD annual reinvestment income rate was 8.0%; and for the Money Market Fund 6.9%

Former HMO employees: mark Nov. 7 on calendars

The GE Hermetic Motor Operation employees' third annual reunion is set for Nov. 7 at 7 p.m.

All former employees of the Broadway HMO plant (and Holland head-

quarters) are invited to this year's event.

The reunion will be held at Goeglein's in Fort Wayne. Details and reservation information will appear in later issues of the GE News.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Engineer's Week events schedule

The following Engineer's Week events will take place next week.

• Monday, Feb. 23. Breakfast at the Chamber of Commerce for GE engineers in all functions. Buffet breakfast begins at 7:15 a.m. Chamber President James Dittoe will speak. Make reservations through the secretary in your area.

• Tuesday, Feb. 24. Announcement of Citizen Engineer on Dick Florea's "Editor's Desk" at 12:15 p.m. on Channel 33.

Twelve students from Concordia High School to visit GE from 9 a.m. to 11:30 a.m. They will have a 1/2 hour general group conversation and will spend 2 hours one-on-one with an experienced engineer.

• Monday, Feb. 23-Wednesday, Feb. 25. General Electric Motor display in Glenbrook Mall. This is the display that appeared in the National Water Well Show and at Vice President David Genever-Watling's December meeting

in the GE Club.

• Wednesday, Feb. 25. Two seminars to be held in Building 26-1. The first seminar will begin at 10 a.m. The second seminar will begin at 2 p.m., with the last speaker scheduled for 3:30 p.m. All Motor, Transformer and Power Supply engineers are invited to attend with no reservations necessary - first come, first seated.

Friday, Feb. 26. Lunch at the downtown Holiday Inn for personnel in engineering functions.

Dr. Thomas P. Wallace, Chancellor of Indiana University/Purdue University Fort Wayne (IPFW) will speak.

Saturday, Feb. 28. Engineer's Week Banquet at Hall's Guest House beginning at 6 p.m. A barbershop quartet will sing. Ken Hutchenson, Magnavox vice president, will speak. The Citizen Engineer will speak, and scholarship awards will be given. Tickets for this event are \$12 each. See Clovis Linkous, Stan Antalis, Jim O'Bryan or Deepak Gandhi.

Employees offered discounts on family show at Scottish Rite



Nora Hill and Jennifer Freday are featured singers in the Amazement Park Revue which is coming to town March 22.

The "Amazement Park Revue," Cedar Point Amusement Park's summer show, will appear for one performance at the Scottish Rite Auditorium on Sunday, March 22, starting at 2 p.m.

GE employees are being offered a \$2 discount on \$5 reserved seats with the coupon accompanying this article.

The Revue will feature a special appearance by comedian and emcee Eddie Jaye. He'll be assisted by dummy sidekick Carlton D. Crow.

The Amazement Park Revue, which is geared for family audiences, offers 90 minutes of lickety-split singing, dancing and comedy.

Advance sales will be made through the mail only. The address is on the coupon.

Tickets will be available at the Scottish Rite box office only on the day of the show from 10 a.m. to 2 p.m. GE coupons will be honored as long as tickets are available.

GE News discount ticket for Amazement Park Revue

Name _____
Address _____
City _____ State _____ Zip _____ Phone _____
Number of tickets at \$3 _____
Amount enclosed _____

Mail to Amazement Park Revue, P.O. Box 5157, Fort Wayne, IN 46895. Enclose stamped return envelope. May be presented at Scottish Rite Auditorium Box office March 22 between 10 a.m. and 2 p.m.

Volleyball teams finish regular season

The Volleyball league has finished its regular season and has begun tournament play.

AML team, Gary Larue, captain, and Aircraft #2, Bill Copeland, captain, tied for first place in the regular season. Third place in regular season

went to the Better Netters, Bill Freiburger, captain, and the Slammers, Al Hamm, captain. The MMP's, Glenn McEvoy, captain, finished fifth. Aircraft #1, Bob Hyland, captain, finished sixth. Marketing, Kathy Baginski, captain, finished seventh. Aircraft #3, Dave Schwer, captain, finished eighth.

Adlets

FOR SALE

DIAMOND SOLITAIRE ENGAGEMENT RING, .63 carat, sz. 5. 436-2320.

'82 DODGE HATCHBACK, exceptionally clean & well maintained, aft. 5 p.m. 637-6522.

'78 MONZA, V6, automatic, 61,000 miles, new tires, aft. 6 p.m. 432-8643.

'81 BONNEVILLE, air, AM-FM, tilt whl, diesel, Ziebarted, ex. cond. 493-1980.

TWIN BEDROOM SET w-mtchg desk, wht w-gld trim; call aft. 5 p.m. 745-1385.

'86 FORD RANGER, 15,000 miles, fully loaded, cap & extended warranty, \$8,400. 489-1940.

IBM SCRIPT BALL, \$30 new, sell for \$10, writes perfectly. 484-4251.

'82 OLDSMOBILE FIRENZA, 20,000 miles, good cond., \$3,600. 489-3755.

SALT & PEPPER COLLECTION, lovely, aft. 4 p.m. 745-9995.

TIRES ON RIMS, 2, 560x15, \$35. 432-0856.

LADIES CLOTHES, sz. 14, very good cond. - red lthr coat, jacket, dresses. 447-4423.

Elex calendar

- 24 Exec. Board Mtg., 4:45 p.m., Elex Office.
24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
Mar. 3 Stenciling class, 6:30-8:30 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
5 Pen-El Board Mtg., 12 Noon, Atz Ice Cream Shoppe, Tillman Rd.
9 Bingo Super Program, 4:45 p.m, GE Club.
11 Pen-El Social, 11:30 a.m., Bethany Church.
17 Partizan Meeting, 12 noon, Salem United Church of Christ, Lake Ave.
17 Ribbon Roses Class, 6-9 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
23 Honorettes, Salem United Church of Christ.
24 Exec. Board Mtg., 4:45 p.m., Elex Office.
24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
Apr. 1 Copper punching class, 7-8 p.m., GE Club, upstairs, \$3.50 members, \$4.50 non-members.
8 Pen-El, 11:30 a.m., Bethany Church.
8 Cake decorating class, 6-9 p.m., GE Club, upstairs, \$15 members, \$16 non-members.
15 Cake class continues, 6-9 p.m., GE Club, upstairs.
May 6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
13 Pen-El, 11:30 a.m., Grabill Farm.

May is also the month for membership drive.

METAL DESK w-swvl chair, \$40; GE oven counter, \$25; ladies slack suits, leather trim, sz. 10, \$10. 482-8918.

SHEETS, qn sz., flat, nvr been used, \$5. 447-5128.

FURNACE, forced air, gas, 115,000 BTU. 489-3624.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

POSITION ON SOFTBALL TEAM for devoted player, Paul. 428-4818.

FOR RENT

SE, 3 bdrms, \$375/mo. + 375 deposit & util., appls., no pets, 2 story. 483-0075.

MARCO ISLAND CONDO - weekly in April. 485-6047.

SERVICE

TYPING, professional quality for any need, days or eves. 637-2702.

HEDGE TRIMMING - now is the time - experienced, free est. 747-5531.

CONCRETE CONSTRUCTION - repair/replace. 456-1187.

PRIVATE CARE FOR THE ELDERLY, days only; call aft. 6 p.m. 486-2558.

SWEETCAKES THE MAGIC CLOWN SHOW - flowers, balloons, candy & more. 745-1545.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Bowling scores

GE Apparatus - 2/13

Walt Nielsen (614)	213
Ed Broadnax	224
Frank Richards	212
Dick Teel	210

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

'Iceberg Busters' learn total cost of quality failures

Related to Page 1 story

The "Iceberg Busters."

That's what Steve Irwin, Roger McFadden, Jerry O'Brien, Randy Simmons and Jim Spalding named their quality-problem-solving team in last semester's quality training course.

Iceberg phenomenon

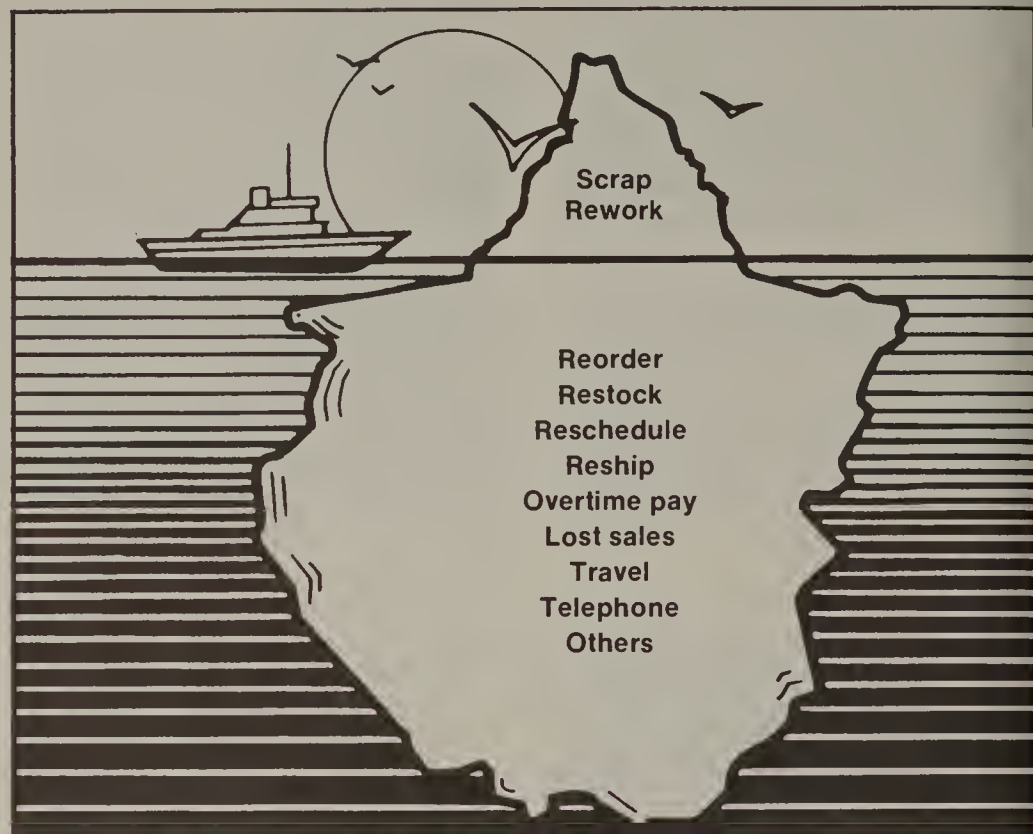
The name is derived from the Iceberg Phenomenon which is taught in the course. The iceberg illustrates the total cost of quality failures.

At the tip of the iceberg are the "measured costs" of quality failures, which include scrap and rework. "These are the costs most people associate with quality problems," said Spalding. "But the big costs are hidden below the surface. We don't measure the hidden costs."

The bottom part of the iceberg - below the surface - contains costs for reordering, restocking rescheduling, reshipping, overtime pay, lost sales due to dissatisfied customers, travel and telephone expense for salespeople, time allotted for meetings to discuss the problem, and dozens of other costs.

In the case of the painted nameplates (the Iceberg Buster's team project), costs at the tip of the iceberg amounted to less than \$17,000. But the hidden costs amounted to more than \$43,000 per year.

"Our project opened my eyes to all the costs of bad quality," said Simmons. "There is a lot you don't think about until you really dig into a specific problem."



(right) The Iceberg Phenomenon describes the total cost of quality failures. At the tip of the iceberg, above the surface, are the measured costs of quality failures - scrap and rework. Below the surface are hidden costs which aren't measured.

Meet the Iceberg Busters

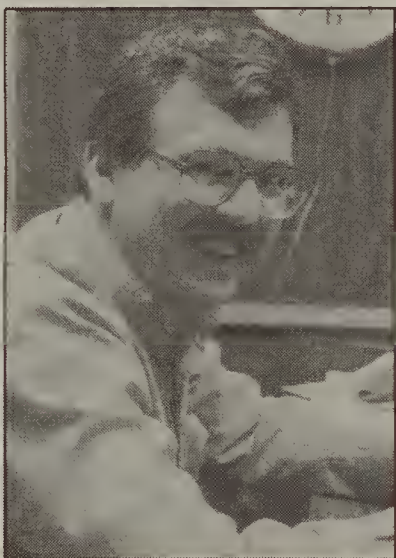
They ain't 'fraid of no quality problem



Steve Irwin,
group leader,
integral motor documentation

Irwin contributed technical and mathematical skills required for figuring out formulas and making diagrams.

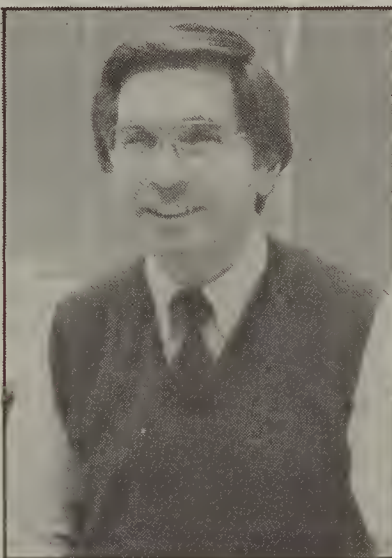
"I enjoyed working with guys from different areas. I think we all learned something from each other."



Roger McFadden,
production coordinator,
Taylor St. hardware assembly

McFadden contributed information about the total cost of quality failures in the hardware assembly area.

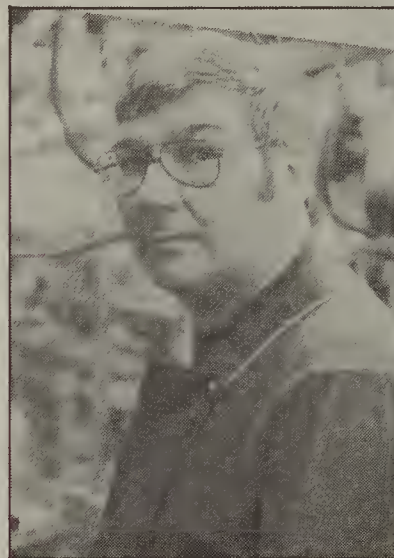
"I appreciated the cooperation we got from the people in the paint area. They seemed enthused about the project just as we (the team) were."



Jerry O'Brien,
manager-commercial & industrial requisition engineering

O'Brien contributed technical knowledge for designing charts and graphs.

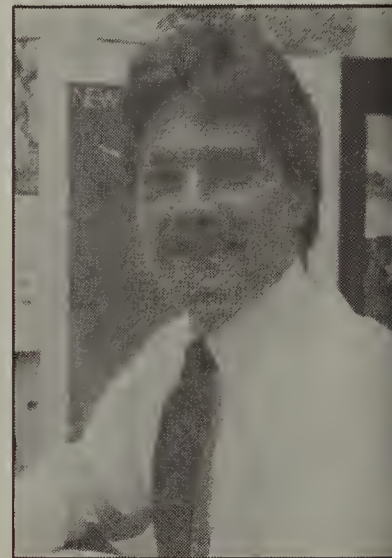
"This training helps us measure ourselves according to how good we can be instead of how we can just get by."



Randy Simmons
Motor assembler,
Taylor Street

Simmons contributed firsthand knowledge of the paint process.

"This gave us confidence to go after bigger problems. I think everyone should get this experience."



Jim Spalding
senior marketing and application engineer

Spalding contributed a customer view of quality through his previous field-sales experience.

"We proved that big quality problems don't necessarily require expensive solutions."

GE board recommends two-for-one stock split

General Electric Company's board of directors voted Feb. 13 to recommend for approval at the share owners' meeting scheduled for April 22 a two-for-one split of GE's common stock.

The board also recommended for approval an increase in the company's authorized common stock to 1.1 billion shares with a par value of \$0.63 per share and an increase in the number of authorized shares of preferred

stock to 50 million with a par value of \$1 per share.

The split and the share increases would become effective upon acceptance of an amendment to the company's Restated Certificate of Incorporation which is scheduled for filing April 23. Share owners of record at the close of business on that date would be entitled to receive an additional stock certificate representing one additional common share for each share of common stock held.

The GE board also declared a dividend of 63 cents per share payable on April 25 to share owners of record on March 6. If the split is approved by the share owners, it is the board's intention at its May meeting to consider an increase in the quarterly dividend from 63 cents per share to 66 cents per share on a pre-split basis or 33 cents per share on a split basis.

At present the number of authorized shares of company common stock is

550,000,000 shares with a par value of \$1.25 per share. As of Jan. 31 there were 463,281,958 issued shares of common stock of which 7,087,583 were Treasury shares. Currently the number of authorized shares of company preferred stock, of which none has been issued, is two million shares with a par value of \$1 per share.

Chairman Jack Welch commented that: "This action reflects our confidence in both the short- and long-range prospects for the company."



General Electric News

FEBRUARY 26, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 8

MUMP reduces cost of jet pump motors

Example of GE engineering contributions

Start with a motor, attach it to a pump, and you've got MUMP, GE's latest motor technology in the jet pump market.

MUMP offers savings to jet pump customers because it is built with only one endshield. Part of the pump's housing, the flange, has been modified to serve as the other endshield.

Customers manufacture flanges and send them to the Motor Business' Juarez, Mex., plant. There flanges are assembled to motors to make a MUMP. The MUMP assembly is then shipped back to the customer where it is assembled to the rest of the pump.

Senior Project Engineer Ed Fisher describes MUMP as a "partnership" approach to designing motors.

"We looked at the entire system—our motor and its relationship to the end-product it goes into—to see how we and our customers could mutually benefit. Cooperative partnerships are the wave of the future," he said.

Components production

Components for the 30-frame MUMP motor are manufactured in a variety

of Motor Business locations, depending on where they can be produced most economically. Shafts are made in Dekalb, Ill.; shells are made in Decatur; and endshields in Springfield, Mo.

"We are using strengths of our various Motor Business locations to achieve cost savings for ourselves and our MUMP customers," Fisher said.

Gaining acceptance

Getting MUMP accepted in the marketplace is a slow process, he pointed out. "It's like any new product; customers need time to learn its advantages."

Customers such as F.E. Myers, in Mansfield, Ohio, and Wayne Home in Fort Wayne are pursuing the MUMP concept for shallow well pumps they manufacture.

"We hope that someday MUMP will catch on throughout the jet pump industry. We'll be working diligently over the coming months to form partnerships with jet pump customers," said Fisher.



Mike Barone, manager of product planning in the commercial market, and Ed Fisher, senior project engineer, pose holding a MUMP (combination motor and pump). It's GE's latest motor technology in the jet-pump market. Barone, who is also an engineer, and Fisher are working with jet-pump customers to help them reduce the cost of their product using MUMP.



Retired GE employee honored with Citizen Engineer Award

(left) Clovis Linkous, GE Engineer's week chairman, congratulates retired engineer Ray Benckenstein, who this week was named Fort Wayne's Citizen Engineer. This award is presented during engineer's week annually to an engineer who demonstrates outstanding community and professional service. To mention just a few of his community contributions, Benckenstein has served as advisor to people starting small businesses, driven elderly citizens to the grocery store, served on the Mayor's technical advisory board, and served as receptionist for the Red Cross Blood Bank. He worked from 1957-1980 as an engineer in the Wire Mill and the Small Motor Department.

Emerson executive predicts record earnings in 1987

Charles F. Knight, chairman and chief executive of Emerson Electric Co., said he expects the St. Louis-based maker of electrical and electronic products to achieve its 30th consecutive year of record earnings, the St. Louis Post-Dispatch reported recently.

"We're going to do better than last year. All in all, I feel good about the company," Knight was quoted saying.

Emerson's profits were \$408.9 million, or \$5.63 per share, in the year ended Sept. 30. This was up 1.9 percent from a year earlier.

First quarter profits climb

Emerson finished its first quarter of the current year with a 5.8 percent rise in profits. Knight said he "wouldn't be surprised" to see the second quarter follow trends of the first quarter.

He said Emerson's acquisitions (buying of other businesses) probably will slow down somewhat from its recent pace. Over the past year Emerson has acquired a number of businesses, including businesses which buy motors.

In response to criticism about Emerson's labor policies, Knight commented, "I don't understand why the union has singled us out for criticism."

In the past, the union has criticized the company for offering a contract with no wage increases at a time when the company was making record profits.

Knight insisted, "It isn't a question of union versus non-union. It is a question of labor costs. It is purely a question of economics."

GE Motor Business experts estimate Emerson's average hourly wage in its motor operations to be roughly \$7.20 per hour.

Retirees invited to open house at Taylor St.

Section 14 retirees and their families are invited to an open house at the Taylor Street Motor Manufacturing plant May 2.

Employee volunteers will serve as tour guides and will demonstrate various manufacturing operations.

"A lot of retirees will be surprised to see all the changes that have been made in the plant over the past few years," said John Schreiber, co-chairman of the open house committee.

The open house is being sponsored by "The Facts," a Self-Directed Workforce issue team.

The open house will begin at 10 a.m. and will conclude at 2 p.m. Retirees who would like to attend should complete the following form and mail it to the address listed on the form. Attendees will pick up their tickets at the Taylor Street gate on the day of the open house.



Members of the planning committee for the Taylor Street open house are (from left) Woody Shelburne, John Schreiber, Dick Parker, Melody Brulck, Phil Ruppert, Sarah Saxman, Pandy Matson and Betty Lyons.

Taylor Street Sect. 14 Open House May 2, 1987, 10 a.m. to 2 p.m.

Employee's name _____

Number of guests _____

Please mail to "The Facts," P.O. Box 2205, Fort Wayne, IN 46801.

Employees invited to tax seminar

All General Electric employees are invited to attend a seminar, "The 1986 Tax Reform Act and Your GE Benefits." It will be presented by Kenneth P. Schmidt of Financial Planning Services.

The seminar will explain the effect of the new tax law on:

- The GE Savings & Security Program.
- GE stock ownership.
- Group insurance benefits.
- Income taxes.
- Individual Retirement Accounts (IRAs)
- GE retirement benefits.

- Individual insurance.
- and more.

Choice of two evenings

Participants may attend any one of three sessions. They are: Tuesday, March 17, 12:30 p.m. to 2:30 p.m.; Tuesday, March 17, 7 p.m. to 9 p.m.; and Thursday, March 19, 7 p.m. to 9 p.m. The seminars will be held in the second floor auditorium, One Summit Square, Fort Wayne.

For reservations or more information, call Ronda, 426-2222.

Credit Union annual meeting Feb. 28

A reminder that the General Electric Employees and Affiliates Federal Credit Union will hold its Annual Meeting at 1:30 p.m. on Saturday, Feb. 28, at the Sheraton Inn, 5350 Distribution Drive, Fort Wayne.

This once-a-year official gathering gives members the opportunity to have

a voice in the affairs of the organization.

The Board of Directors and its several committees will submit reports to the membership, and the results of the mail balloting for directors will be announced. Door prizes will be given out.

Ray Fischbach to manage GE Club

GE pensioner Ray Fischbach has assumed the role of manager for the GE Club.

He is in charge of scheduling activities,

rentals, repairs and other responsibilities for the Club.

Fischbach can be reached at his home, 432-2953.

Pensioner potluck to be held March 10

There will be a GE Pensioner Potluck held on Tuesday, March 10 in the GE Club.

The potluck begins at 11:30. Participants are reminded to bring a dish and table service.

Employees choose February retirement

Gerold Kraft retires with 41 years of service. He began as a solderer in Building 19-5 and retires as a winder in Specialty Transformer. "I plan to enjoy my GE pension and continue my dairy farm operation as the Lord gives me each day."



Mary A. Fox retires with 24 years of service. She began as an insulator in Building 17-3 and retires as a lacer in Building 4-4. "I enjoyed working at GE with all its fringe benefits and the many friends I met here. I'm looking forward to more outside interests."



Other retirees were: Herbert L. Mailand, repairman, Taylor Street; Jack S. Treese, sheet metal craftsman, Broadway; Kathleen F. Wilson, placer, Building 4-2; David H. Bas-

tian, enameler, Wire Mill; Viva L. Emerick, machine lacer, Taylor Street; and Martha M. Essex, spot welder, Taylor Street.

IF EVERY GE/RCA BUSINESS TOOK JUST ONE DAY OUT OF ITS AVERAGE TOTAL PRODUCTION CYCLE, THE COMPANY WOULD REDUCE ITS INVENTORY \$17.8 MILLION WHILE AT THE SAME TIME INCREASING THE SPEED OF ITS CUSTOMER DELIVERY.

ALL I SAID WAS "HERE'S YOUR GE ORDER!"



**REDUCING CYCLE TIME
BUILDS BUSINESS**

GE NEWSLINE

Poor market for factory robots causes closing of Florida GE plant

PLYMOUTH, Fla.—GE's Robotics and Vision Systems Department is closing its Plymouth plant in August because of the poor economic outlook for the entire robotics industry. The plant employs 118 people who design and manufacture computer-driven mechanical arms for robots.

The plant was built by GE in 1969 to produce incandescent lamps. It was closed in 1982, and reopened in 1983 as a robotics plant.

Its products are used primarily in the automotive industry which has been cutting back on capital expenditures.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

GE Capacitor, Arrester units combined to focus on improved customer service

PHILADELPHIA—GE's Capacitor Products Business Department based in Hudson Falls and Fort Edward, N.Y., and the Arrester Operation in Pittsfield, Mass., have been combined.

The new organization, a part of the Power Delivery Division, is called the Power Delivery Components Operation.

Gene Kovarik, general manager of the Power Delivery Division, said the combination eliminates unnecessary duplications and forms a strong team which will allow for enhanced focus on customer service and quick response

to the changing business environment.

"Our industry is going through rapid change," he said, "and we must position ourselves in the marketplace to meet the competitive challenges ahead. The foundation of a winning strategy includes low costs, lean organizational structure and excellent customer service."

No major geographic moves of personnel or manufacturing facilities are anticipated as a result of this combination.

Employee, pensioner bingo set

Bingo night in the GE Club is March 14. It begins at 7:30 p.m. There will be door prizes.

Adlets

FOR SALE

- ATARI COMPUTER SYSTEM**, 1200XL, disk, printer, modem, software, more, \$400. 744-4678.
- 86 FORD RANGER**, 15,000 miles, fully loaded, cap, ext. warranty, \$8,400. 489-1940.
- 13' GRUMMAN ULTRA-LITE CANOE** w-keel, \$200. 724-9808.
- 14AY**, mixed hvy orchard grass, good quality, \$1.50/bale, Ossian. 639-3826.

- TUBELESS RAYON TIRE**, 645S13/165S13, almost new, \$15. 432-0856.
- '74 AUDI FOX**, good running & nice body, \$600. 747-6073.
- '81 BONNEVILLE**, Ziebarted, AM-FM, tilt whl, diesel, ex. cond. 493-1980.
- '80 MONZA**, ps, pb, air, AM-FM cass., rear defog, V6, 3.8L, \$990, aft. 6 p.m. 486-4006.
- TWIN LAUNDRY TUBS**, metal w-covers, for clothes, auto parts, etc. 447-1126.
- '77 CUTLASS**, blk, extra clean, 74,000 miles, \$2,100. 622-4386.

Elex calendar

- Mar. 3** Stenciling class, 6:30-8:30 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
- 5** Pen-El Board Mtg., 12 Noon, Atz Ice Cream Shoppe, Tillman Rd.
- 9** Bingo Super Program, 4:45 p.m., GE Club.
- 11** Pen-El Social, 11:30 a.m., Bethany Church.
- 17** Partizan Meeting, 12 noon, Salem United Church of Christ, Lake Ave.
- 17** Ribbon Roses Class, 6-9 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
- 23** Honorettes, Salem United Church of Christ.
- 24** Exec. Board Mtg., 4:45 p.m., Elex Office.
- 24** Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
- Apr. 1** Copper punching class, 7-8 p.m., GE Club, upstairs, \$3.50 members, \$4.50 non-members.
- 8** Pen-El, 11:30 a.m., Bethany Church.
- 8** Cake decorating class, 6-9 p.m., GE Club, upstairs, \$15 members, \$16 non-members.
- 15** Cake class continues, 6-9 p.m., GE Club, upstairs.
- May 6** Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
- 13** Pen-El, 11:30 a.m., Grabill Farm.

May is also the month for membership drive.

In memory

- Helen M. Landrie**, Paulding, died Jan. 12. She retired from GE in 1964.
- Mary T. McManemon**, Victorville, Cal., died Jan. 28. She retired from GE in 1959.
- George Cernea**, 1932 St. Mary's Ave., died Feb. 6. He retired from GE in 1958.
- William F. Springer**, 1417 W. Yoder Rd., died Feb. 8. He retired from GE in 1962.
- Lella Rose Byall**, Columbia City, died Feb. 14. She retired from GE in 1968.
- William J. Saylor**, Yoder, died Feb. 14. He retired from GE in 1962.

- '69 CHEV.**, red, 2 dr., V8, needs body work, good parts & tires, cheap. 456-3265.
- REMODELING? NEW PRE-HUNG BIRCH DOOR**, 36", \$60. 672-2737.
- WINTER COATS**, sz. 14:red, blk, grn, pink & natural, \$10-\$30. 744-3199.
- '77 MALIBU CLASSIC**, air, 4 dr., V6, cass., ex. cond. 672-8327.
- DIAMOND SOLITAIRE ENGAGEMENT RING**, .63 carat, sz. 5. 436-2320.
- '83 PONTIAC 6000**, most opt., high mileage, new tires, \$2,500, firm. 432-0914.
- GE COLOR TV**, 19", good cond., \$60. 744-4480.
- JOHNSON SNOWMOBILE**; 38" lawn tractor w-snow thrower, all run good. 482-4423.
- LARGE STAMP COLLECTION** - Amer., Can., foreign covers, blks, aft. 6 p.m. 744-5844.

MYRTLE BEACH, SC CONDO, 2 bdrms, 2 baths, in/out pools, jacuzzi, ocean, super vac. area. 1-216-235-2746.

SERVICE

- PROFESSIONAL DJ & VIDEO** for your wedding, parties, etc., Musicman. 447-4447.
- CONCRETE CONSTRUCTION** - repair/replace. 456-1187.
- TYPING** - resumes, term papers, professional, aft. 6 p.m. 493-6311.
- INCOME TAX PREPARATION** - reasonable rates. 486-7441.
- PLANNING A PARTY?** Kick it off with a 5 pc. country band. 489-3704.
- SWEETCAKES THE MAGIC CLOWN SHOW** - fun for all ages & special events, gorilla, too. 745-1545.

WANTED

- LAKE COTTAGE FOR SHUTDOWN** - man, wife, 4 mos. old baby. 432-6236.
- LIONEL & AMERICAN FLYER TRAINS**, any condition. 1-724-8011.
- POSITION ON SOFTBALL TEAM** for devoted player, dependable, Paul. 428-4818.

FOR RENT

- SW APT.**, 2 bdrms, appls & util, redecorated, \$300/mo. 747-4066.
- MOBILE HOME**, 2 bdrms, 1-1/2 baths, near Disney World, \$150/wk., May-Oct. 1-813-967-9625.

Visit the
Building 21 branch

FORT WAYNE NATIONAL
that's my BANK



*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale*
- ☐ Wanted
- ☐ For Rent*
- ☐ Free
- ☐ Ride Wanted
- ☐ Riders Wanted
- ☐ Lost
- ☐ Found
- ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Managers undergo training for implementing Motor Business performance measurement system

Exempt employees to undergo training beginning next week

Motor Business managers this week have taken part in training sessions to help them learn the new exempt performance measurement system.

Manager, employee involvement

Under the new system, exempt employees and their managers will together develop the employee's position guide and work plan for the year. This will be done by March 30th.

Throughout the year, the employee and manager will meet periodically to discuss the employee's progress and to adjust work plans as conditions change.

Performance appraisal

In November, the manager and employee will meet for an appraisal of the employee's performance over the past year.

If the Motor Business exceeds its operating plan for 1987, exempt employees will share in a profit pool.

The employee's performance over the past year will determine the extent to which he or she will share in the pool.

Exempt employees will undergo training for the new system beginning next week.



(front table from left) John Nye, district manager- field sales operation, Dallas; Dick Marx, district manager-field sales operation, Syracuse, N.Y.; and Mark Cooke, manager of customer application and order service, Fort Wayne, were among the managers who took part in training for the new Motor Business exempt performance measurement system.

Employee Assistance Program offers confidential counseling services

Many people have personal, family, social, stress, alcohol addiction and other problems. Very often, people with these problems don't have anyone to talk to.

That's why General Electric offers a confidential counseling service to Fort Wayne and Decatur employees and their families called the Employee Assistance Program (EAP).

EAP is staffed by Dag Arnold and backed up by Roy Whitehead. Both counselors also work for Park Center. Their responsibility is to help people develop strategies to cope with problems and gain control of their lives.

Employees utilize service

Employees across all pay classifications and their family members utilize the EAP services.

"Everyone knows how terrible it feels when you have to talk something out but don't know who to share it with," Arnold said. "There are some matters we feel we can't discuss with our loved ones."

"I'm here as a concerned offer of help on behalf of General Electric. When an employee comes to me with a problem—and many of them do—it's held with a high level of confidentiality."

Most people who participate in EAP make significant changes in their behavior within 20 to 30 days. The first visit frequently becomes the start of a new lifestyle, Arnold said.

Someone to talk to

"There are people who visit EAP because they just need to blow off steam or have someone tell them they aren't different for feeling a certain way," he said.

About half of the EAP visitors refer themselves, while others are referred by union officials, managers and medical department staff.

"The commitment that the unions and management have given EAP has significantly contributed to the program's success. They have displayed the highest cooperation of any counseling program I have seen in my experience," he said.

Reaction to anxiety and stress

Arnold said individuals react differently to anxiety and stress. For example, the job performance level goes down for some. They feel insecure and depressed, and some try to avoid their problems through alcohol or drugs. Others actually improve

their performance and are more enthusiastic.

Development of counseling programs

Arnold said employee assistance programs in the early seventies were more like employee alcoholism programs. Today the programs include personal and family matters as well.

"Whatever the problem may be, EAP is here to help. I welcome anyone to call me at Ext. 3671," Arnold said.

**Feel good
again**

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)
Address correction requested



General Electric News

MARCH 5, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 9

Sect. 14 hits 1 year mark for promises-kept

You may remember our July 3 report which said Section 14 employees had achieved a 17-week stretch of 100% kept promises to customers. Well, eight months later, the stretch continues.

As of last Friday, they had kept every promise to every customer for an entire year.

"I've been working here 23 years, and this is the first time we've gone this long with promises-kept that I know of," said Juanita Corkwell, work

to meet promises to customers.

Van Horne said it has been a total team effort, and that Section 14 employees have been motivated by an increased awareness of their competitive environment.

"People look in the newspapers and read about plant closings—not just in our industry, but all industries. I think we are working harder to prevent that from happening to us."

Self-Directed Workforce contribution

The Self-Directed Workforce has contributed greatly to the promises-kept record, Van Horne pointed out.

"We are better informed about the business than we used to be. A lot of people are realizing that the customer has a direct relationship with their future."

John Pinnington, Taylor Street production manager, said the promises-kept record was the result of effective planning and excellent execution by work teams.

"We had a string of kept promises back in 1985," he said, "but major line rate fluctuations threw us off course. We had a lack-of-work week during this stretch, and this caused disruptions in the production flow. But since then the work teams have done a better job of pre-planning to make sure it wouldn't disrupt our customer commitments."

"Employees' attitudes toward their work have been outstanding," Pat Palmisano, plant manager, said.

"Last summer when we hit the 17-week record, I think everyone made up their mind that they could continue keeping every promise to our customers, and they have."

'Everyone made up their mind that they could continue keeping every promise to our customers ...and they have.'

Pat Palmisano

team communicator in the Section 14 packing area.

Corkwell said Section 14 employees have achieved the promises-kept record by working together.

"Everybody is pulling their own weight because they know our business depends on keeping promises to our customers," she commented.

Employees credit Van Horne

Many Section 14 employees give credit for the record to Paul Van Horne. He tracks parts through the plant to ensure that motors are ready for delivery on time. He holds weekly communication meetings with all areas to provide updates and requirements



Marilyn Tarr, Taylor Street packer, packs motors last Friday as Section 14 hit the one-year mark for promises-kept to customers. "The more promises you keep, the more orders you get from customers. It's that simple," Tarr stated.

\$1 billion reductions company-wide

Motor Business slashes inventories by \$15 million

The combined efforts of employees across the Motor Business in 1986 chopped nearly \$15 million off the business' total inventory. This good news comes from the Corporate Inventory Council's report on 1986.

The Company reduced its total inventory by more than \$1 billion.

More than \$8 billion in inventory—an all-time company high—spurred formation of the Inventory Council during the second quarter of '86. By year-end, the figure had been driven to just below \$7 billion.

The Motor Business' \$15 million reductions were made in both raw and in-process inventory (RIP) and finished-goods inventory.

Each plant set standards to reduce RIP and implemented plans to make it happen. DeKalb, Murfreesboro, Scottsville, Holland, Reynosa, Taylor Street and Nashville were recognized as leading contributors to the reduction.

Customer Service and Manufacturing set standards for reducing finished-goods inventory. They improved scheduling through a process called production-sales-inventory (PSI). PSI focuses on the relationship between sales forecasts, the plant's ability to meet demand for its products, and the minimum inventory which must be available to meet that demand.

Another area addressed in the finished goods category was the identi-

cation and reduction of obsolete products still in stock.

MABG wins top honors

The Major Appliance Business Group, headquartered in Louisville, won the council's top honors for improving its inventory position over the entire year. Fourth-quarter winner was Mobile Communications, headquartered in Lynchburg, Va.

The Simulation and Control Systems Department in Daytona Beach, Fla., which implemented a completely revamped manufacturing process that dramatically boosted its business growth, was judged by the council to

have the best overall inventory project in the company for 1986.

Other components cited for their progress in reducing inventory in 1986 were Aerospace, Aircraft Engine, Calma, Lighting and Medical Systems.

Permanent change sought

GE is seeking permanent change in the way inventory is perceived, managed, and measured. The Inventory Council, led by Corporate Engineering & Manufacturing and with some 30 members representing all major GE and RCA businesses, serves as the

Continued on Page 2.

Employees from Customer Service visit Taylor Street

Groups of employees from the Customer Service Operation toured Taylor Street Section 14 last week.

"The Customer Service People visited us to get a first-hand look at the Manufacturing process," said John Pinnington, production manager.

"It's important for them to understand our function thoroughly when they are dealing with customers."

Members of the workforce volunteered to explain their area to the visitors.

Pat Pfahl, specialist-training and communications in Customer Service, helped arrange the tour. "The thing that stood out most was the pride each one of the Section 14 people had in their work. They did a very good job of breaking each process down so that we could understand it clearly. Everyone I've talked to really appreciated getting the experience."



Bev Thomas, who served as a tour guide for Customer Service employees last week, explains how to make endshields to Rita Ricasoli, telesales specialist, Maritza Badger, telesales specialist and Marilyn Wright, central sales support.

Reservations still available for March tax seminars

Reservations are still available for the free seminar, "The 1986 Tax Reform Act and Your GE Benefits." More than 140 people have signed up so far.

The seminar is being presented by Kenneth P. Schmidt of Financial Planning Services. The seminar will explain the effect of the new tax law on:

- The GE Savings and Security Program.
- GE stock ownership.
- Group insurance benefits.
- Income taxes.

- Individual Retirement Accounts (IRA's).
- GE retirement benefits.
- Individual insurance.
- and more.

Participants may choose from the following sessions: Tuesday, March 17, 12:30 p.m. to 2:30 p.m. (second-shift employees only); Tuesday, March 17, 7 p.m. to 9 p.m.; and Thursday, March 19, 7 p.m. to 9 p.m.

The seminars will be held in the second floor auditorium, One Summit Square, Fort Wayne.

For reservations or more information call Ronda, 426-2222.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Elex Club to host cruise over Shutdown

Mark your calendar. The Elex Club will host a Shutdown cruise for seven days beginning July 19. Participants will visit Cozumel, Cancun,

Grand Cayman and the Bahamas.

There will be more information on the trip in a later issue of the GE News.

Corporate Alumnus Program

Employees can double college gifts through GE Foundation matching

Employees and retirees of GE can double their contributions to colleges and universities through participation in the Corporate Alumnus Program.

The Corporate Alumnus Program matches individual contributions of at least \$15 and up to \$7,500 annually per eligible participant.

Individual contributions generally are deductible for Federal Income Tax purposes.

In addition, the State of Indiana allows taxpayers to apply part of their contributions to universities and colleges in Indiana as a credit against their state income taxes. The limits on these credits are \$100 for a single taxpayer and \$200 for persons filing joint

income tax returns.

Eligible persons

To be eligible for the program, an employee, retiree or their spouse or child must: be a recognized alumnus or alumna of the school; hold an honorary degree from the institution; be a current student; or serve or have served as trustee on the governing board of the school.

Employees interested in participating should request copies of the matching gift form, which provides full details and instructions. These forms are available from Gloria Smith, Building 18-3, or ACSD Employee Relations.

Inventory

Continued from Page 1.

focal point for programs and practices that will produce long-term, structural changes in inventory management.

Tom DeLong, manager of forecasting and materials programs, is the Inventory Council representative for the Motor Business.

"The 1986 improvement was exceptional for the company," said DeLong. "We're stepping up efforts in 1987 to

continue the momentum, and we plan to make real progress.

"The goal of our efforts is long term—a short-term fix won't do. We don't want to make a dramatic improvement only to give it back in a few years."

Initiatives for 1987

The Inventory Council has announced

numerous initiatives for 1987. Under-scoring top-management commitment to the program, they include the Chief Executive Officer Award that will recognize individuals' contributions to permanent inventory change with a total of \$100,000 in cash awards.

The council will initiate a "Best Practices Review" that will compare GE inventory performance and practices to the best companies around the

world. In addition, the council will continue awards to recognize superior performance, and will coordinate the efforts of teams of specialists to help businesses implement such practices as better measurements, better scheduling, cycle reduction and sourcing.

DeLong said the Motor Business will emphasize cycle reduction in 1987 while continuing to stress product quality and employee involvement.

GE NEWSLINE

Increased global competition forces GE Medical Systems to buy parts from outside vendors

MILWAUKEE—To help meet increased global competition in its product market, GE's Medical Systems Group plans to stop manufacturing certain electrical and mechanical components for its diagnostic imaging systems.

It will purchase these parts from outside suppliers who, operating at higher volumes and lower costs, can make components for as much as 50% less than GE.

This action, expected to save \$10 million a year, will reduce GE employ-

ment by 800 people in the Milwaukee area.

Medical Systems faces stiff competition worldwide—particularly from Siemens of West Germany, Philips of the Netherlands, Japan's Toshiba and Hitachi, the United Kingdom's Picker and France's CGR.

This GE business also has been hurt by government and business pressures to reduce the cost of medical care, which has lessened demand for the sophisticated equipment Medical Systems makes.

GE resumes U.S. production of GE-brand large TV sets at RCA plant in Indiana

BLOOMINGTON—GE is moving back into the production of its own large-screen color television sets, instead of having them made to GE specifications by Matsushita Electric Industrial Co. of Japan.

Some \$20 million is being spent to modernize and further automate the RCA television plant in Bloomington to produce 500,000 large-screen (19" and up) sets this year. The plant currently employs about 2,200 people in the production of RCA-brand TVs.

Vowing that GE will compete in price and quality with foreign com-

panies in the TV market, Richard Miller, general manager of GE Consumer Electronics Business, said the expanded production in Bloomington provides "a special opportunity for the future that has developed from last year's merger of GE and RCA."

He emphasized "special efforts to improve the plant's competitive position will be needed, with participation from all employees, if we are to solidify Bloomington as the primary source of both GE and RCA color TV receivers."

S&SP Tax and Information Statements being mailed, figures left out

S&SP Tax and Annual Statements are being mailed to employees over the next few days.

Certain participants—those who elected to roll over their entire 1983 holding period distribution to the Retirement Option Account and those

who were not entitled to a 1983 distribution—may find the figure for December 31, 1986 Unrecovered Investment was left off the statement.

That information will be provided to them in a supplementary letter mailed separately in the near future.

Fort Wayne National offers convenient "Owl Bank" automatic tellers

You never know when you might need a bank: on a holiday, weekend, or in the middle of the night. For those times, Fort Wayne National Bank offers convenient Owl Banks at 27 locations in the county.

These automatic tellers give you direct access to your bank account anytime you choose—day or night. You can make deposits, withdrawals, transfers, check your balance, or make loan/bank payments.

On-line with Cirrus

Owl Bank participants are on-line with the Cirrus network of automatic tellers which are located throughout the United States. These can come in handy during vacations or business trips.

Owl Bank cards can be obtained through the Fort Wayne National Building 21 branch.



Full service banking, 24 hours a day.

Adlets

FOR SALE

- UNUSED DELUXE TV GAME SET, 2 tapes, by Nintendo, \$80. 489-9562.
- '73 CADILLAC ELDORADO, loaded, \$1,000, aft. 5 p.m. 745-5124.
- SNOW BLOWER, elec. start, ex. condition, \$160. 744-4480.
- 36" BIRCH DOOR & FRAME; whls: 2, 14"; 2, 15"; plas. shwr drs & frme; 2 sport coats. 484-4953.
- '82 DODGE OMNI, ps, pb, air, frt whl drv, aft. 5 p.m. 637-6522.
- WURLITZER ORGAN, rhythm sec., 3 key-boards, ex. cond. 485-2323.
- '78 FORD GRANADA, 4 dr., good mechanically, aft. 6 p.m. 432-2097.
- '77 Bomber Bass Boat, 70 HP Johnson, trlr & many extras, \$4,800. 485-3569.
- PROM DRESS, sz. 7, irrides. pk, worn once, \$70. 432-4847.
- 42" HEAVY SNOW BLADE w-mount brackets, Sears tractor, \$100. 432-4847.
- VITAMIN 3600 JUICER, ex. condition, \$200. 484-4185.
- '77 CHEV. MALIBU, air, ps, pb, extra cln & maintained. 484-5002.
- GE ELECTRIC 30" RANGE, almond, used one month. 432-7815.
- FUNK & WAGNALL NEW ENCYCLOPEDIA, 27 vol. & 9 yr. book. 747-5154.
- FIREWOOD, 1-1/2 ranks, seasoned, \$45; you haul. 432-1246.
- TURBO-400 LONG-SHAFT AUTOMATIC TRANSMISSION, \$100. 672-2271.
- OLD CHEST OF DRAWERS; drop-leaf table; antique walnut kitchen table. 632-4733.

FOR RENT

- LOVELY COTTAGE, slps 7, Englewood, FL, on golf course, near beaches, wkly rates, avail. mid-April. 485-4264.
- DBL HOUSE, SW, unfurn., 2 bdrms, bsmt, appl, laun. facil., prefer adults, no pets, \$215. 489-3844.

WANTED

- LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
- BUNK BEDS, mattress optional. 747-4030.

SERVICE

- TYPING, professional quality, for any need. 637-2702.
- TAX PREPARATION, reasonable rates. 486-7441.
- HEDGE TRIMMING, experienced, free estimates; now's the time. 747-5531.
- SWEETCAKES THE MAGIC CLOWN SHOW - fun for all ages & special events, clown car. 745-1545.
- COUNTRY BAND, for clubs, parties, dances, all occasions. 489-3704.
- CONTINUOUS GUTTER & SIDING, free est. 627-2429.

Feel good again

Problems don't solve themselves. Ask for help from your Employee Assistance Program.

Correction to GE News

Last week's listing of new retirees was for the month of March, not February. Viva L. Emerick did retire in February.

Elex calendar

- Mar. 9 Bingo Supper Program, 4:45 p.m., GE Club.
- 11 Pen-El Social, 11:30 a.m., Bethany Church.
- 17 Partizan Meeting, 12 noon, Salem United Church of Christ, Lake Ave.
- 17 Ribbon Roses Class, 6-9 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
- 23 Honorettes, Salem United Church of Christ.
- 24 Exec. Board Mtg., 4:45 p.m., Elex Office.
- 24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
- Apr. 1 Copper punching class, 7-8 p.m., GE Club, upstairs, \$3.50 members, \$4.50 non-members.
- 8 Pen-El, 11:30 a.m., Bethany Church.
- 8 Cake decorating class, 6-9 p.m., GE Club, upstairs, \$15 members, \$16 non-members.
- 15 Cake class continues, 6-9 p.m., GE Club, upstairs.
- May 1-31 Membership Drive
- 6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
- 11 Mother/Daughter Banquet, 4:45 p.m., GE Club.
- 13 Pen-El, 11:30 a.m., Grabill Farm.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Premium refund being mailed this month on '86 Savings & Security Life Insurance

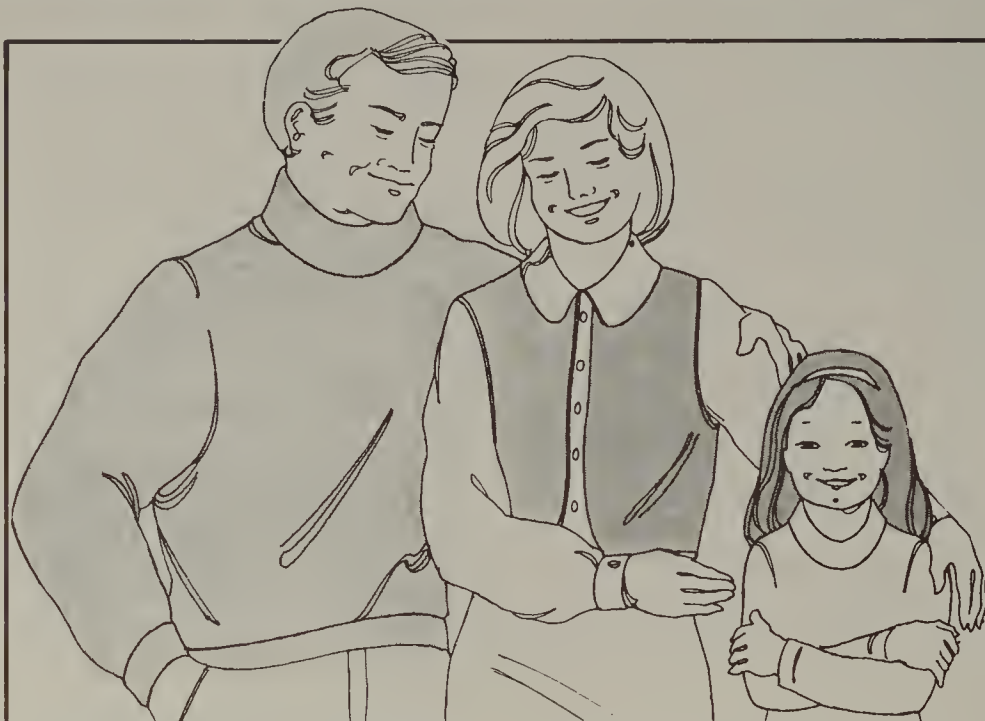
If you participated in the GE Savings & Security Program's life insurance option in 1986, this month you'll get back 45% of what you paid for this coverage. The checks are being sent to employees' home addresses.

This refund of premiums is the result of the plan's "favorable financial experience" in 1986. This means the total premiums paid by plan participants were more than enough to cover the death claim payments.

How to figure

If you're eligible for a refund, you can determine the amount by taking 45% of the 1986 insurance contribution figure shown on the S&S Program annual statement which has or will come soon to participants.

Under provisions of the Savings & Security Program, life insurance may be obtained by enrolling for payroll deductions of either 1/2% or 1% of one's earnings. The cost of this coverage is



reduced by the company's 50% matching payment, as well as by premium refunds.

Insurance payments in event of one's death vary according to the age at death and one's contributions for

this insurance. For example, the beneficiary of a 29-year-old person earning \$25,000 a year who had selected the 1% contribution option and was paying a premium of about \$4.80 a week could receive \$1,250 a month for 40 years—a total of \$600,000.

Lump-sum distribution

Beneficiaries can also elect to have this life insurance paid in a lump sum unless otherwise limited by the employee. Information about lump-sum payments and how recent changes in the tax law affect this life insurance are included in the mailing of the refund checks.

Additional information on the S&SP life-insurance option—including how those not now participating may apply—is in the GE Employee Benefits Summary Plan Description and GE Employee Benefits Plan Document books.

Focus on health

Here are some tips for limiting fat in your diet

by Dr. Holly Atkinson,
medical journalist

Chances are you're getting about 40 percent of your daily calories from fat. A high-fat diet not only puts on unwanted pounds, it also puts you at greater risk of developing diseases such as heart disease, some cancers, and perhaps diabetes.

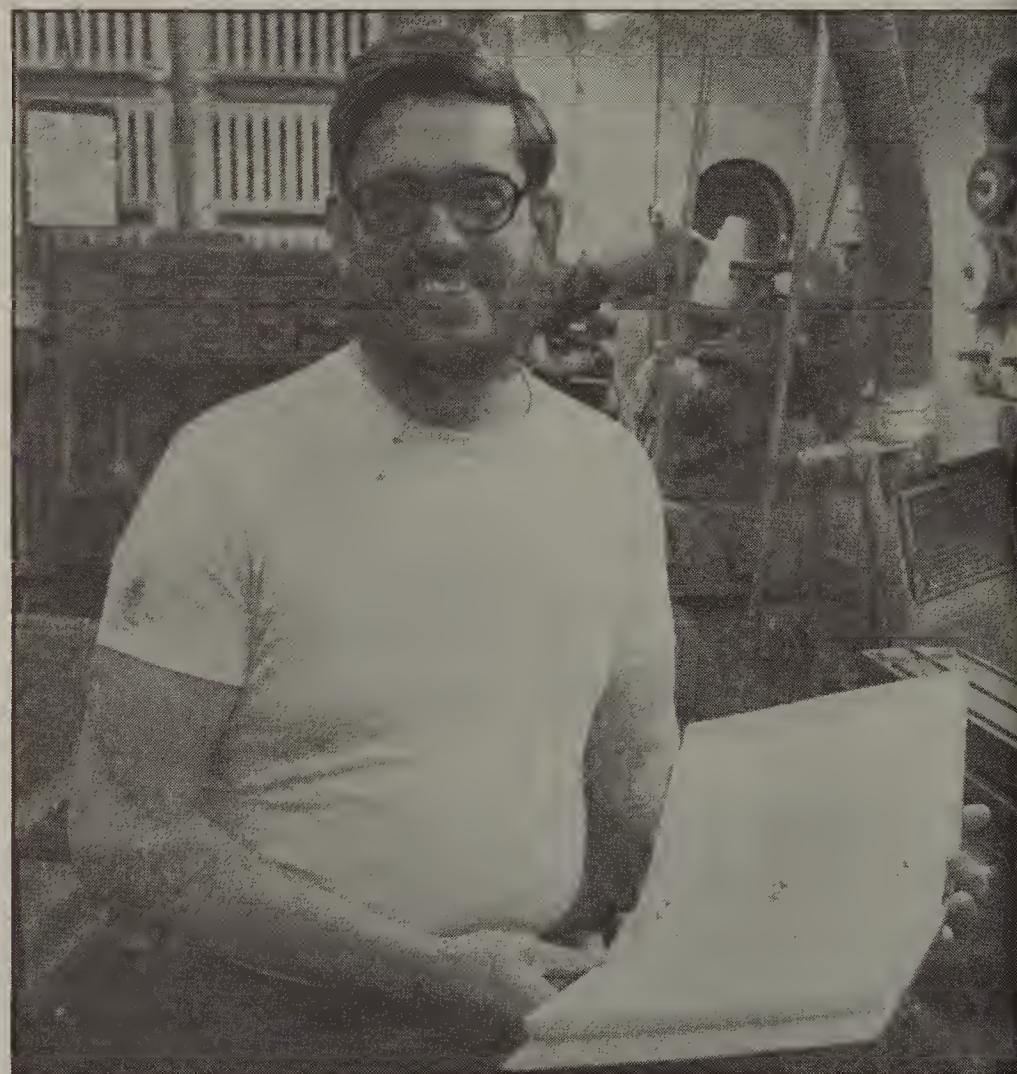
According to the American Heart Association, you should limit your total fat intake to no more than 30 percent of your daily calories. Here are some simple guidelines to cut your fat intake without sacrificing taste:

- **Select low-fat foods.** Red meat is the largest source of fat in our diets. Change to white meats such as chicken, turkey and fish. Switch from full-cream dairy products such as milk, butter and hard cheese to their more healthful counterparts, skim milk, reduced-fat margarine and low-fat cottage cheese. Substitute low-fat yogurt for sour cream and no-oil vinaigrette for fatty salad dressings.

- **Don't cook with fat.** Trim all visible fat and remove skin from poultry. Bake, poach or steam foods instead of frying. Saute foods in water, chicken broth or cooking wine. Skim fats from sauces, soups and gravies. Where fat use is unavoidable, use light corn, sunflower or safflower oils rather than lard or butter.

- **Beware of hidden sources of fat.** Many so-called health foods, such as granola and bran muffins can be loaded with it. Check the label for the amount of fat. Many pocket calorie guides also list the fat content of various foods.

- **Choose fast food wisely.** Fast food tends to be fat food, but some chains now offer low-fat alternatives. Choose roast beef rather than hamburger. Remove breaded coating from chicken and fish. Head for the salad bar—and leave off the high-fat dressing. Order a baked potato, without the fat-laden toppings.



Hill updates files in toolroom

"Here's a perfect example of someone taking things into their own hands." That's what Jim Schmitt, IAM Lodge 70 president, said about Larry Hill, a toolgrinder in Building 4-1.

Hill recently updated blueprint files in his area to correspond with the master file in Building 4-2. Planners used to update the files each time a new print was made. But in recent years other priority projects kept them from doing so.

Without the updates, Hill would sometimes spend two or more hours

looking for a print in the master file. Finally, after getting approval from Production Manager Claude Sparks, Hill updated the file himself.

"Larry came in early some mornings and occasionally worked during lunch to get it done. He deserves a lot of credit. Updating the files will be a big time saver for us," Schmitt commented.

Sparks said, "This is the type of involvement and action that individual employees can take to correct a problem at work. I congratulate Larry on his initiative."

Employees asked to submit lifestyle changes

The GE News periodically features employees who have made significant changes in their lifestyle.

Those who would like to share

success stories related to weight loss, exercise, 'kicking the habit' and others should call Vance Meyer, Ext. 3249. Employees are encouraged to submit names of co-workers.



General Electric News

MARCH 12, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 10

GENERAL PERIODICALS
NON-CIRCULATING

STO provides top-notch service

Siemens ITE: the competitor, the customer

The marketing people in GE's Construction Equipment Business pay close attention to Siemens ITE for two reasons.

For one, ITE is a major competitor. Since Siemens bought ITE from Gould in 1982, it has been an active participant in the distribution equipment marketplace.

On the other hand, ITE is a valued customer. Among the products it buys from GE are transformers which are made in CEB's Speciality Transformer Operation in Fort Wayne.

"Private branding" arrangement

STO supplies these transformers under a "private branding" arrangement—it produces the transformers and puts ITE's label on them.

ITE markets these transformers as part of its electrical distribution equipment package. Ironically, CEB competes against ITE in the distribution equipment market.

Does it make sense to sell your competitor products for a package you're competing against?

"Sure it makes sense," says Peter Gladis, CEB's manager-original equipment manufacturer (OEM) markets in Plainville, Conn.

"If ITE weren't buying these transformers from us, they'd buy them from one of our competitors. I'd rather



Don Gilbert is one of the Specialty Transformer employees in Fort Wayne involved in the production of transformers for Siemens ITE.

see our people in Fort Wayne getting this business than someone else."

He added that it is not uncommon in

industry today for companies to sell products to their competitors.

ITE started buying transformers

from GE in 1985. CEB had established a reputation with ITE as a credible, quality supplier of certain circuit breakers.

"They were dealing with about five other transformer suppliers at the time and decided to give us a piece of that business because we had done so well with the circuit breakers," Gladis noted. "Now they are down to around three or four transformer suppliers. We are fortunate to be one of them."

ITE Impressed

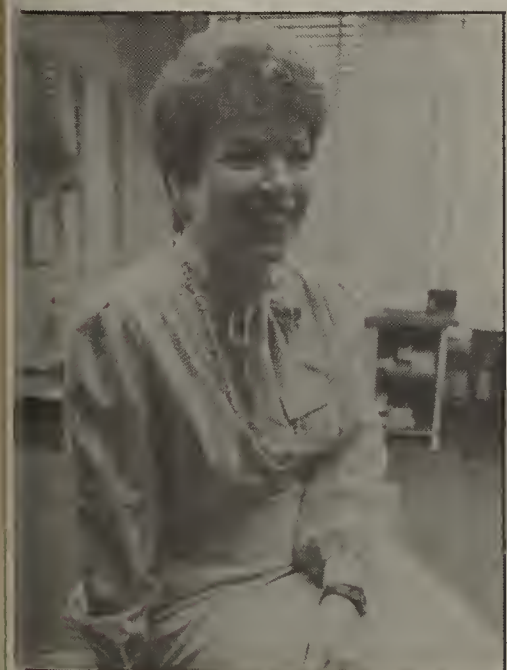
ITE has been impressed with the quality and dependability of the GE STO transformers, he said. "The Fort Wayne organization is one of the finest. They have made us look very good to ITE. Service is what sells in this marketplace, and we must continue to earn business by providing the finest products and the best service."

'They are down to three or four transformer suppliers. We are fortunate to be one of them.'

Peter Gladis, marketing

Former GE employee makes a go of it in the private consulting business

Some people are able to turn misfortune into opportunity. Barbara Bugg is one of those people. After losing her job with GE two years ago, she has



made a go of it in the private consulting business.

Bugg was one of several Motor Business salaried employees who were permanently laid off in 1985 in an effort to reduce base costs. As a GE employee, she had been in charge of the health and safety record keeping system, pre-retirement planning seminars and outplacement counseling for people who had been put on layoff.

"I was probably better prepared emotionally for layoff than most people because I had counseled many others who were in the same boat," Bugg said. "I was able to accept the fact that there are no guarantees in business—especially with competition as tough as it is."

She admitted that the adjustment wasn't easy. "I didn't realize how set I was in my routine until I didn't have it anymore. And there were little things, like when someone would ask me where I worked—I was accustomed to answering, 'GE.'"

Obviously finances were a concern.

"I really had to take stock of my assets. Fortunately I had put money in the Savings & Security Program, and my severance benefits were just excellent. With all my GE benefits I was able to keep on my feet."

Goes self-employed

Bugg sought advice from Dag Arnold, Employee Assistance Program (EAP) counselor, Dr. Jim Chase, medical director, and Jim Martin, who was manager of professional and technical Relations at the time.

"These guys helped me sort out my strong points and my not-so-strong points. I decided to capitalize on my strong points and go into business for myself."

"I was raised in a family of entrepreneurs and self-starters, and I had always dreamed of venturing out on my own," she said. "This seemed like the perfect opportunity."

As a private consultant, she provides career counseling, pre-retirement

planning seminars and other human relations services for a variety of companies in the area. She has recently been contracted by the Motor Business to help plan and implement the new performance appraisal system for exempt employees.

Appreciates GE

Bugg said she has learned to appreciate what she had as an employee of General Electric.

"In my work with other companies, I've seen a variety of compensation and benefit packages. Seldom do I find one that compares with GE's," she said.

"Most importantly, I've grown to appreciate the professionalism at GE. When I go out to sell my services, I make sure to let the client know that I was trained at General Electric—it opens a lot of doors for me."

"The business world knows that GE hires good people for all of its positions. I'm glad I was one of them."

Bugg

Interview with GE's benefits manager

Tax law will require changes in S&SP, Pension Plan

The Tax Reform Act of 1986 significantly affects many of the decisions employees make under the Savings & Security Program. The new law also establishes new rules that will require companies to make changes in their retirement programs.

GE's Employee Benefits Manager Tom Burns discussed the impact of the new tax law in a recent interview.

* * *

GE News: Some of the Jan. 1 tax law changes affect GE employee benefits. What is the significance of this for individuals?

Burns: For GE employees, the principal effect is the way people will use the Savings & Security Program. Individuals will now pay some tax on most S&SP distributions and withdrawals taken before retirement. Also, a 10% additional income tax will apply to the taxable portion of these pre-retirement payouts. The only exception is an individual's "unrecovered investment" from 1986 and earlier years, which can still be withdrawn without paying any taxes. The changes mean employees will have to think through the tax consequences of decisions to take distributions or make withdrawals. These taxes can be avoided by leaving the savings in S&SP's Retirement Option Account (ROA) instead of taking annual payouts.

* * *

GE News: Why do these tax code changes seem to emphasize retirement?

Burns: The reason is that tax law writers and the Congress see plans like S&SP as retirement plans. The new law certainly reemphasizes this view. While employees are still able to take annual distributions and make withdrawals, the most favorable tax treatment is given to those who leave their money in the plan until retirement.

* * *

GE News: Should we anticipate any other tax law-related changes?

Burns: In order for the Internal Revenue Service to continue treating plans like S&SP and the GE Pension Plan as "qualified retirement plans," we will have to make design changes in the plans. We have until the end of 1988 to do this. Obviously this will be a subject for discussion when we consider changes in our benefits package next year and during our 1988 union negotiations.

* * *

GE News: Can you give an example of what you mean by "plan design changes?"

Burns: Two of the changes concern vesting and the design of savings plans. The new law provides for earlier vesting, which means that participants in the Pension Plan will have a shorter qualifying time for rights to a pension beginning at age 60. The methods that can be used under the new law to vest plan participants make it clear that

our 10-year vesting provision will have to change.

Another change affects holding periods in S&SP. Currently, S&SP participants forfeit company matching payments if they withdraw their own contributions during the holding period. In the future, the IRS may require us to substitute some other type of penalty for such early withdrawals.

There are a number of legally required changes that will have to be examined. The important point to understand is that the plans have to meet the requirements of the new law. We have a couple of years to make the changes, and we'll be looking at a number of alternatives to see what the best arrangement is for employees and the company.

* * *

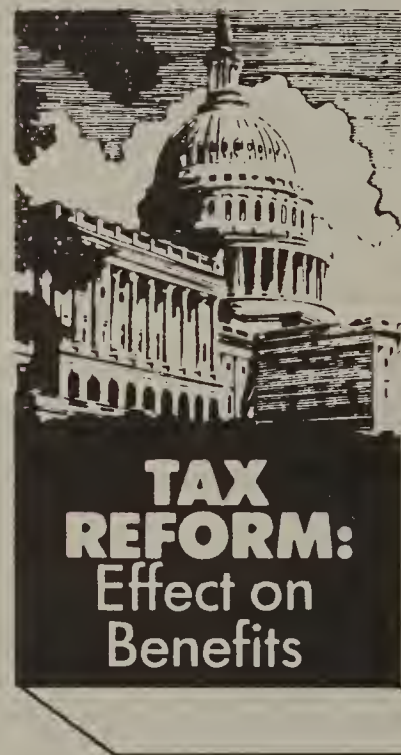
GE News: Is S&SP's Deferred Pay Account (DPA) feature still available under the new law?

Burns: Yes it is. The Deferred Pay Account remains a valuable benefit for many employees because these contributions are still nontaxable up to the newly established annual limit of \$7,000. This tax-shelter advantage is especially attractive to those whose tax deduction for contributions to IRA accounts has been reduced or eliminated under the new law.

* * *

GE News: With the tax law changes, does it make sense for people to continue to save?

Burns: It is still true that those who save will be better off than those who don't. The government is simply encouraging people to use plans like S&SP for retirement savings by providing favorable tax treatment to those who leave their savings in the plan. For those who choose to take distributions or make withdrawals, the tax treatment will be less favorable than in the past. However, the taxes will be at the lower rates set under the new law and that does provide some relief. The key is to be aware of the tax changes and to consider them carefully before making decisions on withdrawals and distributions.



Section 14 celebrates promises-kept record

Section 14 employees celebrated their one year promises-kept record last week with cake. The record means that the employees have kept every promise to every customer for the past year. Pictured (from left) are Mike Mozzone, die repairman; Lavon Ertel, truck driver; Becky Cornelius, expeditor; and Bev Thomas, drill-press operator.

GE NEWSLINE

GE markets lamps for ceiling fans, garage openers

CLEVELAND—In an effort to boost sales in its battle against tough competition from U.S. and foreign lamp makers, GE's Lighting Business Group has gone to market with two new products aimed at filling customers' special needs.

One is a lamp designed especially for use in ceiling-fan lighting fixtures.

The 40-watt bulb is one-half inch smaller in diameter than a regular 40-watt household bulb, allowing it to fit comfortably in the tulip or petal-shaped Victorian glassware popularly used in fan lights.

The second new lamp type consists of two bulbs designed for garage-door opener service.

Lack of locomotive orders brings more layoffs in Erie

ERIE, Pa.—The continued lack of orders for railroad locomotives resulted in the layoff of 150 salaried employees in GE's Transportation Systems Business in February and March. This employment reduction follows January's layoff of 500 production workers at the Erie plant.

"It's an economic fact of life that we

must size the workforce to the available business if we are to survive," said Bob Motsinger, the plant's employee relations manager.

In 1986, only 270 locomotives were sold in the U.S. by all suppliers—in contrast to 1,300 to 1,800 a year sold at the start of this decade. There is no sign of an upturn in this business.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

GE Stock:

Rolling toward another split

GE stock will soon split 2 for 1—assuming share owners give their approval at the April 22 meeting. That makes this an appropriate moment to look back and see how the stock has been doing.

The chart below shows how the value of one share of GE stock has grown over the past five years, with dividends reinvested. The top line shows growth in value for S&SP investors who bought GE stock with both their own contributions and GE's 50% match.

Notice that the stock has already split 2 for 1 in June 1983. Since February 1982, the stock has increased in value by close to 230% (as of closing price Feb. 19, 1987).

Dividends add up

During this period, GE has paid a

total of \$10.20 per share in quarterly dividends.

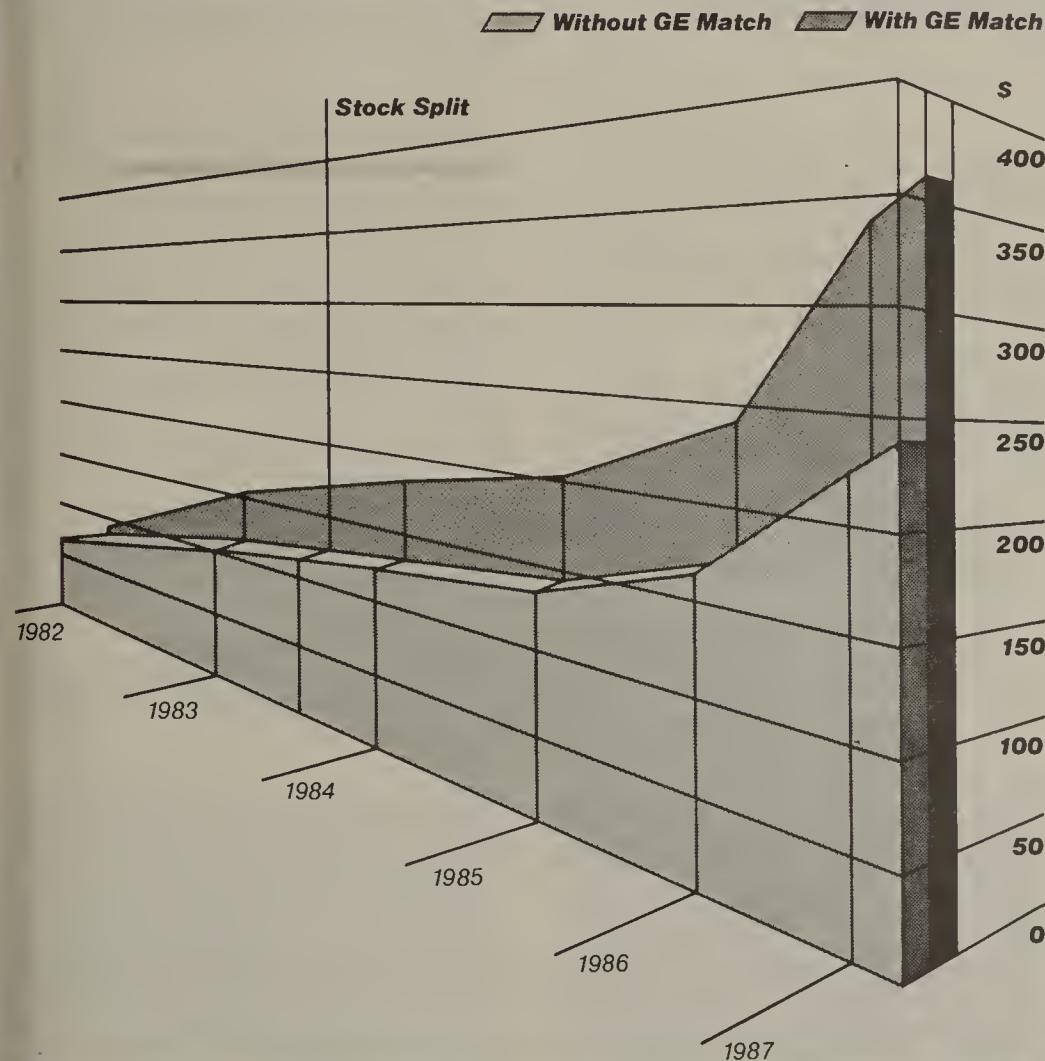
If you'd bought one share of GE stock at \$61.43 through S&SP in February of 1982, invested your GE match in stock, and reinvested all your dividends during the 5 years, you'd now own \$360 worth of GE.

A period of growth

It has been a dynamic period. In the past five years, GE has acquired numerous businesses—including RCA—has sold many others and has grown its earnings at a compounded rate of 9% per year.

GE employees who have invested their S&SP savings in GE stock have participated in this growth—a growth that reflects the confidence of investors in the health and competitiveness of GE.

GE Stock Value (5 years)
With Reinvested Dividends



Employees new to Indiana considered for in-state tuition at IU/Purdue

Employees who have transferred to Indiana will be considered for in-state tuition at Indiana University/Purdue University Fort Wayne during their first year of residence.

In the past, new Indiana residents must pay out-of-state tuition during

their first year of residence.

Forms for this program are available at the IPFW Financial Aid office. For more information, call 481-6820. Inquire about the "Economic Development Fee Remission Program," and let the person know that you are a General Electric employee.

Adlets

FOR SALE

- DINING ROOM SUITE, sq. glass table w-4 brnt org vel chairs, ex. cond., org price, \$800, sell for \$200. 637-9600.
- BENCH GRINDER, 6" B&D; 2, Simpson test meters; Samsonite luggage:2 pcs. & attache case. 747-5154.
- PAPERBACK BOOKS, over 600, 99% western; solid cherry grandfather clock. 422-7103.
- CARNAUBA WAX, up to 200 lbs. 747-7760.
- SCOTTS 19" FERTILIZER SPREADER, all metal, good cond. 483-0069.
- MOTOROLA CONSOLE STEREO, record player & AM-FM, very good cond. 639-3512.
- TIRE on Datsun rim, 175x13, new, stl bltd radial, \$15. 749-0298.
- UTILITY TRAILER, 2 whl, 4-1/2x7, stl, \$100. 749-2323.
- FISHING TACKLE RODS & LURE, new, call 5-10 p.m. 622-7107.
- '81 BONNEVILLE, diesel, ziebarted, tlt whl, AM-FM, ex. cond. 493-1980.
- SAFT-T-VAULT/SAFE BOX, \$20. 483-4652.
- TIRES, 4, 13", radials; 4, 15" 4x4 six lug rims. 432-6150.
- HONDA 60CC DIRT BIKE, ex. cond., for age group 7-13, \$400. 489-9562.
- '82 DODGE OMNI, ps, pb, air, fwd, ex. cond., aft. 5 p.m. 637-6522.
- DIAMOND SOLITAIRE ENGAGEMENT RING, .63 carat, sz. 5. 436-2320.
- '73 LEMANS SPORT COUPE, stk on flr, good cond. 485-7160.
- '81 CHEV LUV PICKUP, 4 WD, cust. paint, low miles. 747-7656.
- '79 MERCURY CAPRI RS, 5.0 ltr., 4 sp w/OD, TRX sport pkg, stereo, air, clean. 486-5712.

WANTED

- BUNK BEDS, mattresses optional. 747-4030.
- LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOR RENT

- SANIBEL ISLAND, FL, 2 bdrm condo on gulf, May 15-22. 486-3681.
- LOVELY COTTAGE, slps 7, Englewood, FL, on golf course, near beaches, wkly rates, avail. mid-April 485-4264.
- WAYNEDALE, 3 bdrm ranch, \$350/mo.; 1 bdrm apt., \$200/mo. 747-4066.
- DBL HOUSE, unfurn., SW, 2 bdrms, bsmt, appls, carpet/hdwd, prefer adults, \$215. 489-3844.

In memory

Richard A. Madden, 4118 Sandhurst Dr., died Mar. 1. He retired from GE in 1974.

FLORIDA COTTAGE at Englewood, near gulf, beaches & golf courses, furn., reas. rates, avail May 17-June 6. 486-5031.

SERVICE

- BABYSIT DAYS - one blk from Lutheran Hosp., privacy fence. 745-2764.
- CONCRETE CONSTRUCTION - repair/replace. 456-1187.
- INCOME TAX PREPARATION - reasonable rates. 486-7441.
- PROFESSIONAL DJ & VIDEO for your wedding, party, etc., Musicman. 447-4447.
- ROOFING - repair/renew, free estimate. 747-5531.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Elex calendar

- Mar. 17 Partizan Meeting, 12 noon, Salem United Church of Christ, Lake Ave.
- 17 Ribbon Roses Class, 6-9 p.m., GE Club, upstairs, \$5.50 members, \$6 non-members.
- 23 Honorettes, Salem United Church of Christ.
- 24 Exec. Board Mtg., 4:45 p.m., Elex Office.
- 24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
- Apr. 1 Copper punching class, 7-8 p.m., GE Club, upstairs, \$3.50 members, \$4.50 non-members.
- 8 Pen-El, 11:30 a.m., Bethany Church.
- 8 Cake decorating class, 6-9 p.m., GE Club, upstairs, \$15 members, \$16 non-members.
- 15 Cake class continues, 6-9 p.m., GE Club, upstairs.
- May 1-31 Membership Drive
- 6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
- 11 Mother/Daughter Banquet, 4:45 p.m., GE Club.
- 13 Pen-El, 11:30 a.m., Grabill Farm.
- 15 Quintus Installation Banquet
- 18 Honorettes, Salem United Church, 12 Noon
- 18 Partizan Installation of Officers

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



(above) Dick Shively, Section 14, owns two antique and gift stores. The stores carry antique furniture, jewelry, cards, silk flowers, candy, old magazines and dozens of other items.

(right) Dick poses in the Bluffton store, "The Golden Era," with his wife Carole and daughter Kim. Carol and Kim manage the stores.



Dick Shively's family finds challenges in business

Dick Shively's work day isn't over at the end of first shift at Taylor Street.

The punch-press operator and his wife Carole own two antique and gift stores—the "Golden Era" in Bluffton and "Oak Tree Antiques and Gifts" in Uniondale. The stores carry a variety of items, from antique furniture to jewelry to cards and silk flowers.

"I usually go to one of the stores after work unless I'm working overtime," said Dick. He helps wrap up the business day by cleaning and doing other maintenance work.

Carole and his daughter Kim Minnich manage the stores full-time. Carole quit her job at Lincoln Life two years ago so that she could devote all of her attention to the stores. She had worked at Lincoln Life 22 years.

Dick said there have been times

'A lot of people just see businesses making big profits. They don't realize that fixed expenses eat away at profits.'

Carole Shively

when he would like to have made the stores his full-time occupation, "but my benefits here at GE are too good to leave. I looked into insurance, and it would have cost me about \$3,000 a year on the outside for coverage similar to GE's."

Dick said he is looking forward to retirement so that he can work at his business full-time.

Started as a hobby

At first, buying and selling antiques was a hobby of the Shivelys. "After a while I began to see that there was good money in it and decided to open a store," Dick said.

The antique business had its drawbacks however. Sales were very sporadic—up for a period of time and then down, depending on the weather, the economy and a number of other factors.

To help spread out their income

through the year, the Shivelys decided to add gift items to their merchandise. "When the antiques don't sell, the gifts do," Carole said.

Dick and Carole purchase their gifts at shows which are held in Columbus, Ohio, Chicago and Indianapolis.

In order to know what merchandise to buy, Carole reads trade magazines and monitors the items her customers request most.

"You have to get to know your customers," she said. "I don't always buy the items the trade magazines say are hot. Bluffton and Uniondale are small towns, and their trends are a little different than they are in bigger cities."

Sales are seasonal, especially for gifts, Dick pointed out. "We do 65% of our business during the last three months of the year because of Christmas." Mother's Day, Easter and Valentine's Day are also big sales days for

the stores, he said.

Business costs

As in any business, the Shivelys are constantly working to keep their costs down.

"I think a lot of people just see businesses making big profits. They don't realize that fixed expenses eat away at profits," Carole said.

Among their fixed costs are insurance, mortgage payments, heat, lights and telephone. "We have to keep paying these even if we have a bad month," she added.

Payroll is another expense they face, although Kim insists, "I work cheap." Dick said Kim works a lot of overtime without pay.

Operating a business requires several hours of extra work for all three of them, up to 80 hours a week during Dick's vacation. "And I don't get time and a half," Dick pointed out.

"We've had to make many sacrifices, but you can't run a business unless you spend time at it," noted Carole.

As for the future, Dick and Carole will continue looking two and three years down the road to see what opportunities might be there.

"That's the way you have to operate if you own a business," Dick said.

"Once we hit a goal we keep setting others. We both enjoy the challenge."

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

VFD event scheduled

Both current and retired members of the GE Volunteer Fire Department are invited to attend a "Monte Carlo Night" on March 21 at the Southwest Conservation Club. The evening of food and fun goes from 6 p.m. to 11 p.m.

Bosses day scheduled

Second shift Elex members are invited to bring their boss to "Bosses Day" on Thursday, April 16 beginning at 11 a.m. at Lester's Party Room. Price of the event, including lunch, is \$8.50. If you can't bring a boss, bring a sister or friend. Call 428-3240.

Scottsville honored as outstanding supplier

Trane Dealer Products Group of Tyler, Texas, has honored the Motor Business as an outstanding supplier during 1986.

The Motor Business received the award primarily because of a strong quality performance in its Scottsville, Ky., plant which produces hermetic motors for Trane DPG.

Scottsville earned the award by: obtaining and exceeding parts per million goals, establishing a Quality Certification program, holding

monthly reviews of field failures/line rejects with follow up changes to the product for improving reliability, responding to quality problems as they occurred, and providing overall superior customer service.

"I congratulate everyone at Scottsville," said Al Kruetzman, market manager-heating and air conditioning. "Hermetic quality is strong at Scottsville, and this greatly enhances our relationship with Trane. Quality is an excellent weapon we can use to hold off our competition."



General Electric News

MARCH 19, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 11

Will ultimately improve inventory

Purchasing system reduces time spent on buying materials and supplies for plants

The process of buying materials and supplies for Motor Business plants has been made more efficient thanks to the Purchased Material Control (PMC) system.

PMC eliminates time-consuming paperwork. No longer do plant personnel have to write out requisitions — now they do it on a computer terminal.

For example, a plant material clerk enters a request on his terminal for a given material. This information automatically appears as a printed request in Purchasing, Building 4-4. A Motor Business buyer approves the purchase and mails an order to the supplier the same day.

"Before we got the PMC system, it could take up to two weeks before an order would get mailed to a supplier," said Melody Bruick, Taylor Street production coordinator. "Now we do it within 24 hours."

At Taylor Street there are terminals located in the main office for the material clerks, on the receiving dock, at receiving inspection and in the tool crib.

"When I want to check to see if a material has arrived at the dock, all I have to do is call the order up on my terminal. If it has been received, the

'Before we got the PMC system, it could take up to two weeks before an order would get mailed to a supplier. Now we do it within 24 hours.'

Melody Bruick,
production coordinator

receiving clerk will have logged it into the system," Bruick said.

Taylor Street was the first Motor Business plant to implement PMC. Broadway is also on the system. Every plant should be on-line with PMC by the end of the year.

Cost savings

Besides just being convenient, the PMC system will be a cost-saver for the Motor Business once it is fully implemented, said Ed Kimmet, manager-maintenance repair and operating supplies (MRO) and capital equip-

ment contracting.

"PMC will save us hundreds of thousands of dollars on our expense items such as gloves, grease and solvents," he said, "because we'll have better control of our vendor base."

"In the past, each plant purchased its own expense items and chose its own vendors. PMC will consolidate this purchasing activity. We'll contract many of our expense items on a business-wide basis, and therefore enjoy the price advantage associated with buying in large volume," Kimmet said.

"The Motor Business currently has

approximately 8,000 vendors, and we plan to significantly reduce this number. We'll reward the suppliers who give us quality and service at a low price and get rid of the ones who can't. It's the same thing that's happening in the motor industry."

Inventory control

PMC will eventually interact with another system called MRP (Materials Requirements Planning) to aid in controlling Motor Business inventories.

"MRP will keep track of our inventory needs and automatically communicate those needs to the purchasing system," said Kimmet.

The Jonesboro and Murfreesboro plants are scheduled to get MRP by the end of the first half of 1987.

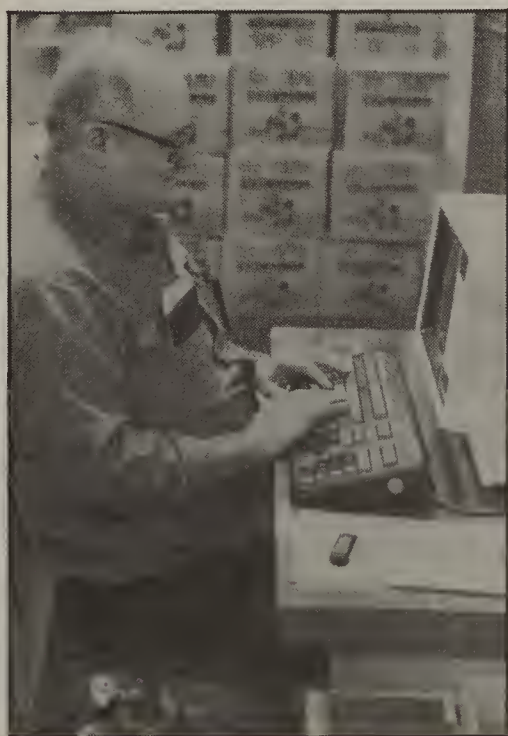
"Getting every one of our plants on-line with these sophisticated systems is a slow process and one that isn't easy," noted Kimmet.

"So far we've had great success. We owe it to our dedicated Systems and Manufacturing Systems people and our employees in the plants who have learned to use PMC so quickly."

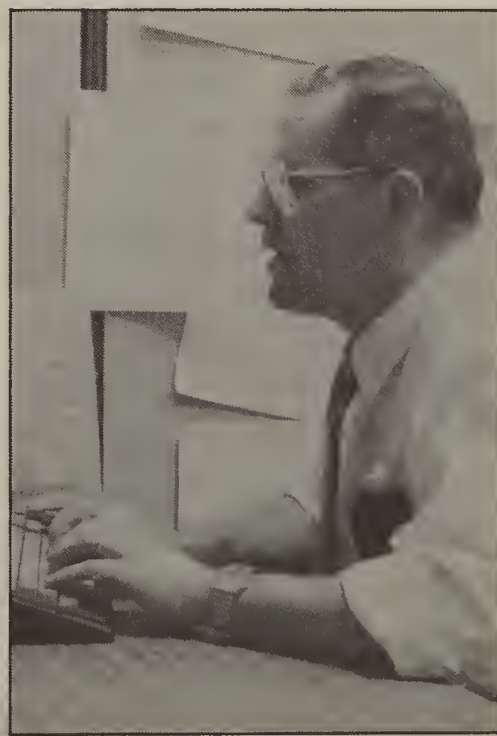
— PMC users —



Bob Worley, Section 14, does requisitions for materials on the PMC system.



Jerry Elfrid, Section 14, orders stock for the tool crib on the PMC system.



Harold Hampshire, Purchasing, approves purchases on the PMC system.



Bob Boesch, Section 14, inputs material inspections on the PMC system.

Sarah Litch Development Center helps mentally handicapped kids reach potential



(left) Nicole Kifowit, daughter of wire mill employee Mike Kifowit, sands a block of wood. (above) Joni Schmalzried and Assistant Drew Lansford teach mentally handicapped students how to hammer a nail into a block of wood. These exercises help develop the students' coordination.

Editor's note: The Sarah Litch Development Center has been added to the list of non-profit organizations employees may contribute to through the GE "More Gifts...More Givers" program. Under this program, the GE Foundation matches employees' gifts of \$15 or more. Forms for this matching are available from Gloria Smith, Building 18-3, or ACSO Employee Relations.

"Peer power."

That's an important part of the educational experience for mentally handicapped students who attend the Sarah Litch Development Center.

Sarah Litch students attend class at a regular school with normal children.

"Our daughter interacts with non-mentally handicapped kids on a daily basis," said Mike Kifowit, Wire Mill specialist-manufacturing systems, who serves as president of the center. His

daughter Nicole attends one of the Centers two classes located in the Sacred Heart Elementary School.

"She has made a lot of non-mentally handicapped friends in the cafeteria and on the playground," he said. "The peer power is incredible."

Interacting with normal children helps the mentally-handicapped children become aware that they are different from other people, said Joni Schmalzried, who teaches at the Center.

"This awareness will be extremely valuable to them as they become adults. Mentally handicapped people who are sheltered as children often experience emotional problems when they grow up and face the real world."

Non-mentally handicapped learn

It's also important for non-mentally handicapped children to learn that there are people in the world different than they are, she said.

The students at Sacred Heart have accepted the program very well. Some of them even volunteer to assist Schmalzried in teaching.

Named after employee's wife

Sarah Litch, wife of Mike Litch, manager-appliance and commercial Motor product engineering, contributed time and professional talent which has led the Center to its continued growth since it was founded in 1981. She still serves as the Center's program director.

The Center began as a pre-school composed of three children which met at St. Francis College.

Today there are three schools—a pre-school at Crescent Ave. United Methodist Church, an infant program at First Wayne St. United Methodist Church, and the kindergarten program and elementary class at Sacred Heart Elementary School.

Center managed by parents

Enrolling a mentally-handicapped child in the Sarah Litch Development Center requires a large commitment on the part of the child's parent.

Collectively, the parents must raise around \$100,000 each year. These funds go for teacher salaries, books, rent and maintenance on the classrooms, equipment, field trips, speech and physical therapy, and a variety of other expenses. Each pays a tuition and participates in fundraising activities such as bowl-a-thons and selling space in an ad-book.

They hold a board meeting once a month to discuss the needs of the school.

The parents are also responsible for upkeep on each of the center's classrooms. Instead of hiring work done, they often do it themselves—painting the classrooms and building shelves and cabinets, for example.

"The strong participation of parents in our educational program makes my job a lot easier," said teacher Joni Schmalzried. "These parents really care, and their children's progress reflects that."

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Credit Union elects officers for 1987

Members of the the General Electric Employees and Affiliates Federal Credit Union elected the 1987 board recently at the annual meeting.

Dennis Headlee will be chairman, Chauncey Miller vice chairman, Norman Getts treasurer and Robert McCreary secretary. Justine Coudret was elected to the board of directors for a three-year term, and Charles Elder was re-elected to serve a one-year term.

Harold Short, president of the credit union, announced that the credit union has surpassed \$100,000 in assets.



(from left) Newly elected 1987 credit union board officers are Robert McCreary, Dennis Headlee, Chauncey Miller and Norman Getts.

Elex Club plans trip to Chicago

The Elex Club is sponsoring a trip to Chicago on May 9. Participants will visit Water Tower Place and then go to the Chicago Theatre to see "Steve and Eydie." Two Summit Coaches have been reserved and 92 tickets have been reserved for the theatre. The bus will leave Saturday afternoon at 12 noon.

The cost per person is \$47 for members and \$49 for non-members. This price includes the theatre tickets and bus transportation. Checks are to be made payable to L&L Travel. Reservations, due April 1, may be made with the Elex contact representative in your area or by filling out the form and sending it to the Elex Office, 1635 Broadway, 46801.

ELEX CLUB - CHICAGO TRIP

Name _____ Work extension _____

Work area _____ Manager _____

Home address, telephone number _____

Please include check payable to L&L Travel

Adlets

RIDE WANTED

ST JOE, IN, TO BDWY, 7-3:30 p.m. Ext. 3646.
SPENCERVILLE AREA TO BDWY, 7-3:30 p.m. 1-238-4515.
LEO, IN, to BDWY, 7-3:30 p.m. Ext. 3626.

FOR SALE

MICKEY THOMPSON TIRES, 3, 11x15 LT, aft, 5:30 p.m. 1-396-2452.
'78 CHEV. MONZA, 351, V8, auto. 456-1471.
HP150 PERSONAL COMPUTER w-3-1/4" drives & printer, aft. 6 p.m. 436-0269.
MAYTAG WASHER, tubs. 744-5819.
SOFA BED, qn sz., rust/bge, good cond., \$175.436-2013.
'74 DODGE CORONET, 4 dr., air, ps, auto; tripod screw jack. 484-3772.
GOODYEAR RADIAL TIRES, 5, LR60x15, 300 miles, new spare, \$250. 747-3653.
90" SOFA w-chair, Traditional, rose/bge, clean, ex. cond. 745-4627.
'83 HONDA ATC THREE WHEELER, new tires, good cond., \$785; Everett oak console piano, ex. cond., \$1,400. 432-7927.

Elex calendar

- Mar. 23 Honorettes, Salem United Church of Christ.
- 24 Exec. Board Mtg., 4:45 p.m., Elex Office.
- 24 Exec. Committee Mtg., 7:30 p.m., GE Club, upstairs.
- Apr. 1 Copper punching class, 7-8 p.m., GE Club, upstairs, \$3.50 members, \$4.50 non-members.
- 8 Pen-El, 11:30 a.m., Bethany Church.
- 8 Cake decorating class, 6-9 p.m., GE Club, upstairs, \$15 members, \$16 non-members.
- 15 Cake class continues, 6-9 p.m., GE Club, upstairs.
- May 1-31 Membership Drive
- 6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
- 11 Mother/Daughter Banquet, 4:45 p.m., GE Club.
- 13 Pen-El, 11:30 a.m., Grabill Farm.
- 15 Quintus Installation Banquet
- 18 Honorettes, Salem United Church, 12 Noon
- 18 Partizan Installation of Officers

TELESCOPE - 6" f/8 reflector, equatorial mount, 3 eye pcs., 2X Barlow, ex. cond., case incl., \$600/best offer, aft. 6 p.m. 486-4006.
WALNUT DINING ROOM SUITE, \$325. 428-5494.
OR LEASE, RV LOT, full hook-up, concrete pad, landscaped yard. 484-2888.
CRAFTSMAN 9" RADIAL SAW on std, like new. 486-4164.

WANTED

OLD ISSUES OF NATIONAL GEOGRAPHIC MAGAZINE. 486-4529.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Bingo to be held April 11

General Electric employees and pensioners are invited to play bingo in the GE Club on April 11 beginning at 7:30 p.m. More than 250 people attended the last game, and a good time was had by all!

In memory

Hulda Steffen, Bluffton, died Feb. 16. She retired from GE in 1963.
Edward W. Moser, 2931 Bellaire Dr., died Mar. 5. He retired from GE in 1971.
Hedwig M. Harrison, 3714 S. Lafayette, died Mar. 9. She retired from GE in 1981.

GE NEWSLINE

GE dishwasher factory wins industrial award ups market share by 33%

LOUISVILLE—GE's dishwasher factory in Appliance Park has won an award from Plastics Technology magazine as one of the best examples in 1986 of computer-integrated manufacturing among plastics processors in the U.S. Advantages of the automation include improved parts quality and higher production which allows the

Major Appliance Business Group to compete more effectively against other manufacturers. The magazine pointed out that, since this renovated factory went into operation, MABG has increased its share of the U.S. dishwasher market by 33% and reduced its service-call rate on the product by 50%. The GE Motor Business is the motor supplier for this factory.

Here's February's S&SP Report

Here are the prices used to credit Savings & Security Program accounts in February. GE stock, \$100.993; S&S Mutual Fund, \$38.751; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund \$12.01.

Year-to-date annual income rate for the HP Fund was 13.1% for '84 investments, 12.7% for '85, 10.3% for '86, and 8.5% for '87. LTD Fund's YTD annual reinvestment income rate was 8.4%; and for the Money Market Fund 6.7%.

PIANO in good cond., for use in GE Club for Elex functions, reasonably priced, prefer upright. 745-3021.
FORD or MERCURY, full sz., low mileage, aft. 6 p.m. 432-2891.
15" STOCK RIMS, 2. 432-6150.
LIONEL & AMERICAN FLYER TRAINS, any cond. 1-724-8011.
PASTEL FORMAL, sz. 10-12, elbow-full length slvs, packable. 426-3436.

FOR RENT

ABOITE, ranch, 3 bdrms, 2 baths, 2 car garage, \$675/mo., 12 mo. lease. 672-3096.
LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avail. mid-April. 485-4264.

SERVICE

TYPING - professional resumes, term papers, letters, full svc., aft. 6 p.m. 493-6311.
PROFESSIONAL DJ & VIDEO for your wedding, party, etc., Musicman. 447-4447.
CONTINUOUS GUTTER & SIDING, free est. 627-2429.
LIVE COUNTRY BAND, kick off your party, dance, wedding, after dinner; book ahead. 489-3704.

HOME IMPROVEMENT, siding, room additions, reasonable, free est. 486-0090.
CONCRETE CONSTRUCTION - repair/replace. 456-1187.
HANDYMAN SEEKS ALL KINDS OF ODD JOBS, Tom. 447-5402.
SAM BRITCHES, the Forgetful Clown, avail. for birthday parties, surprise visits, & more. 747-6355.
EXPERT PAINTING - experienced, free est. 432-3305.
SWEETCAKES THE MAGIC CLOWN SHOW - fun for all ages and special events w-3 diff. shows. 745-1545.
INCOME TAX PREPARATION, reasonable rates. 486-7441.

Visit the Building 21 branch

FORT WAYNE NATIONAL that's my BANK



*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Here's how your S&SP savings grew from 1983-1986

The chart at right shows how your matched S&SP savings grew during the last three-year holding period, assuming you'd started with \$100.

A few observations:

- The GE matching contribution added \$50 to a \$100 investment even before the holding period began.

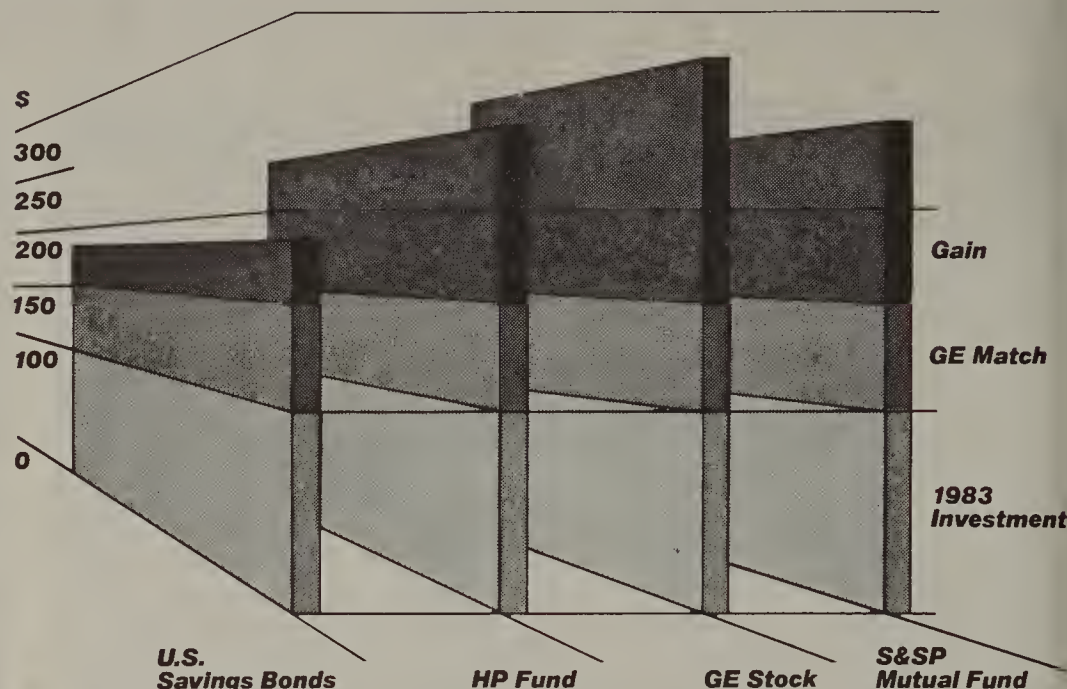
- You doubled your money in the three years if you invested solely in one of the funds or GE stock (assuming you chose the same investment for both the GE match and your own contribution).

Following is the total gain (including the GE match) you could have achieved with a \$100 investment in each S&SP option:

U.S. Savings bonds — \$86
Holding Period Fund — \$140
GE Stock — \$176
S&SP Mutual Fund — \$143

- Money invested in GE stock grew 23% to 105% faster than the other investments.

- Aside from the GE matching contribution, GE stock produced a total return of 84%.



Ruch earns \$954 suggestion award

Dave Ruch, utility operator in Building 6-2, was awarded \$954 recently by Pat Palmisano, plant manager.

Ruch suggested making a fixture to test three-quarter motors, which have no endshield on one end. The fixture eliminates placing a dummy endshield on the motor for testing.

Using the old method, testers had to tighten clampbolts to secure the dummy endshield to the motor and then take the clampbolts out to remove the endshield.

"It was a slow process," Ruch said. "Now they (testers) can do it much faster."

Ruch had worked with a similar fixture at Taylor Street, and decided that it would have an application at Broadway.

Elex Bosses Nite to be held in April

The Elex Club will host Bosses Nite on Thursday, April 16 at Goeglein's on Maysville Rd.

Members are invited to bring their boss for dinner and fun. Cocktails begin at 5 p.m. Dinner will begin at 6 p.m. The formal program concludes with a drawing for a VCR.

A disc jockey will play records from 8 p.m. to 11 p.m. Participation in this part of the evening is optional, and guests are invited.

Tickets for the event are \$10.50 each and may be purchased through a contact representative or the Elex Club office, 428-3240.

Reservation deadline is Thursday, April 2, and all reservations must be paid in advance.

When should you visit the emergency room?

Hospital emergency room doctors estimate that some 75% of the problems people bring to the emergency room aren't emergencies at all.

About 15% of people who enter the typical emergency room are admitted to the hospital. Another 10% need immediate treatment and then go home. And the remainder could well have been seen in the doctor's office.

"People need to realize that there are no absolute guidelines for going to an emergency room. But there are certain situations where it is appropriate," said Neil Shulman, M.D., a respected physician and novelist.

Emergency room care is expensive. Therefore, people shouldn't simply go to the emergency room for convenience, Shulman points out. Furthermore, people who use emergency rooms unnecessarily cause

backup in waiting rooms, and delay those who need immediate care from getting it. He offers a list of symptoms which should cause someone to use emergency room services over those of a regular doctor.

- Loss of consciousness;
- Intolerable or uncontrollable pain;
- Severe shortness of breath;
- Major injuries such as broken bones, severe burns or large wounds;
- Chest pain, especially if the pain is located on the lower right side of the abdomen;
- Active bleeding from a cut, passing blood in stools or urine, or vomiting blood;
- Poisoning (after a telephone call to a poison control center for home treatment advice);

- Severe or worsening reaction to an insect bite or sting;
- Inexplicable stupor, drowsiness or disorientation;
- Cold sweats not associated with the breaking of a fever;
- Seizures;
- High fever accompanied by a stiff neck, or coughing yellowish to greenish phlegm.

Ask a doctor about emergency indications

People under a doctor's care for a particular medical problem, such as diabetes, should ask the doctor what complications of that problem would call for a trip to the emergency room.

The most important thing in a medical emergency is to be prepared, doctors say. Record telephone num-

bers of the nearest emergency room facility, poison control center and rescue squad in the front of your telephone book. Know the best way to reach the emergency room by car. Emergencies require prompt action, not panic.

'...There are no absolute guidelines for going to an emergency room. But there are certain situations where it is appropriate.'

Neil Shulman, M.D.



General Electric News

MARCH 24, 1987

FORT WAYNE, INDIANA

VOLUME 70, NO. 18

GENERAL PERIODICALS
NON-CIRCULATING

\$2 million Wire Mill expansion planned

GE plans to spend \$2 million to expand the capacity of its Fort Wayne Wire Mill, according to Jack Reith, Wire Mill manager.

The money will be used to purchase, move and install equipment from the AnaMag wire mill in Shelbyville which went bankrupt late last year. AnaMag bought that facility from GE in 1983.

Included in the equipment are four intermediate-range enameling towers, four medium-range enameling towers, 14 wire-drawing machines and other miscellaneous machinery.

The equipment — which should be in place by the third quarter of this year — will expand the Wire Mill's capacity by some 10 million pounds of wire per year. Approximately 20 people will likely be needed to handle the extra load.

"I think all of us have good reason to celebrate GE's commitment to our future," Reith said. "It feels good to know that we're actually growing."

Made it through tough times

The Fort Wayne Wire Mill has hung tough through a very turbulent period in the magnet wire industry. Depressed market conditions and foreign competition have resulted in overcapacity and lower prices. Wire Mills such as AnaMag and GE's own mill in Schenectady, N.Y., have been forced to close.

"The only way to win in the magnet wire business is to have the lowest cost, the highest quality and the most dependable delivery. That's how we've been able to hold on here in Fort Wayne," Reith said. Prior investments — particularly in 1984 — have helped the Wire Mill stay competitive, he added.

The Wire Mill is currently operating at full capacity to serve its customers, which include GE Motors, the Specialty Transformer Operation, and Valmont (previously GE Ballast). With AnaMag

out of the game, the GE Wire Mill's load increases.

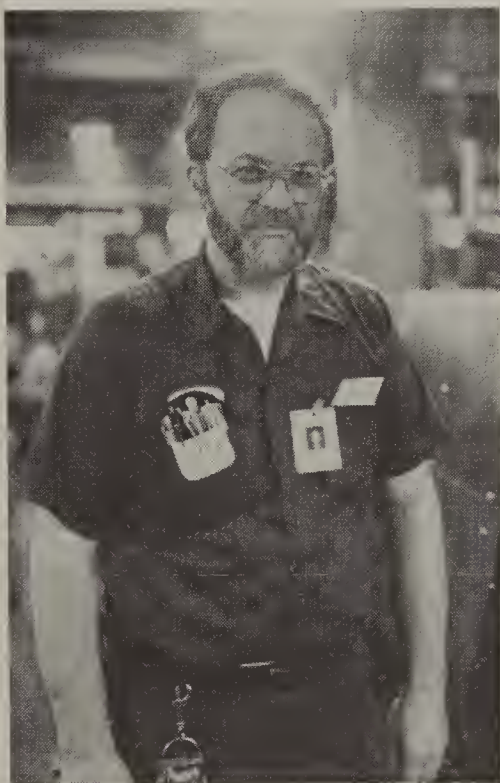
"We're one — and certainly the best — of the few producers of magnet wire left in the industry," said Reith. "We've

proven that we can provide a better, more cost-efficient product than you'll find anywhere in the world.

"With our planned expansion and a continuation of the commitment we've

seen from our people so far, I think we can remain a major force in our industry and provide good jobs for a long time to come."

Last week, a group of Wire Mill employees visited the vacant AnaMag wire mill in Shelbyville to see the equipment which GE plans to purchase for the expansion project here. The GE News asked those employees to comment about the trip:



George Gearhart, electrician:

The equipment we are going to get is much more up-to-date than what we have right now. I'm anxious to see how the new Vaughan wire drawing machines will work. We don't have anything like that here.

With this new equipment, we're keeping up with our customers' demands for packaging (with tapered-spool capability).

I've been here 17 years and seen a lot of changes. As long as we can beat the foreign competition, I have high hopes that I'll be able to retire from here.



Bob Louagie, supervisor, wire drawing area:

To me, the investment means GE sees something in our future.

The new equipment will have less downtime than our existing equipment. And we'll be able to run bigger spools. This all means lower cost for our customers.

As long as GE is building motors, there will be a need for wire. And as long as we can make wire less expensively than you can get it on the outside, I think we're going to be here. I hope so — I need a job.



Paulette Bufink, product service clerk:

To me, the trip was bittersweet. I'm glad to see the equipment coming here and to see that we're expanding. On the other hand, it was very sad to see the empty AnaMag wire mill. It was like a ghost mill.

I still think of the people that worked there as GE people. There was one girl that I never met in person, but I used to talk to her by phone every day. When I went down there last week, I saw her empty desk.

I'm not sure people realize how fortunate we are here. This expansion means jobs. I'd like to see us all work together to keep the wire mill here.

Personal Share Statements coming in April

A very important document will be mailed to the homes of GE employees early in April. It's the annual personalized summary of coverage and credits in the GE benefit plans — the "Personal Share Statement."

All GE employees will receive a statement except those who have joined the company since Dec. 31 or who leave the company before the statements are mailed.

Shows full range of coverage

"The benefits coverage outlined in the

statement represents a large portion of the financial security most of us have," commented Homer Jennings, manager of benefits. "The statement shows, in specifics, what our benefit plans are worth and how they work together."

The format of the statement will be the same as last year except for two changes: (1) the addition of a column to show unapplied cash accumulated in the Savings & Security Program holding periods; and (2) the figures reporting the number of GE stock shares and fund

units will be extended to four decimal places. Previously, shares and fund units were rounded to only one decimal place — one-tenth of a share or unit.

GE has provided personal share statements periodically to employees since 1951. At first the statements were provided about every three years but since 1976 they have been distributed annually.

In those early years, corporate benefits and accounting people spent months manually compiling the data to

go into the statements. Today, with the availability of computers and high-speed laser-printing equipment, the process is much faster and more accurate.

Jennings urges employees to carefully review their statement when it arrives next month. "The Personal Share Statement is an important document," he commented. "It shows the competitive benefits provided by our business and we owe it to ourselves and our families to make sure we are taking full advantage of the protection provided."



Dr. Jefferies accepts a certificate naming him IEEE Fellow from Tom Wosniewski, local IEEE chapter chairman.

Jefferies named IEEE Fellow

Dr. Michael J. Jefferies, GE Motors operations general manager, has been awarded the high distinction of Fellow in the Institute of Electrical and Electronic Engineers (IEEE). This honor is bestowed upon only one out of a thousand IEEE members in a given year. It is the highest class of membership in this association of approximately 200,000

electrical and electronic engineers from around the world.

Dr. Jefferies came to GE Motors last September after having served as research and development manager at the Corporate Research and Development Center in Schenectady, New York. In his present position, he has overall responsibility for Manufacturing and Engineering and the integration of those two functions.

He holds a PhD in Electrical Engineering from the University of Nottingham in England.

Wage adjustment dates changed to first Mondays in April, December

Thirty cent hourly and nonexempt wage adjustments associated with the recent wage agreement will take place on the first Mondays in April and December.

It had been announced earlier that the reductions would take place on April 1 and Dec. 1 in 1988 and '89.

"It makes sense to shift the effective dates from the first day of the month to the following Monday in order to avoid the expense and pay adjustments necessary for a split of the payroll week," said Bill McShain, manager of

Relations for the Motor Manufacturing Department.

Effective dates for the 30 cent adjustments are as follows:

- April 4, 1988.
- December 5, 1988.
- April 3, 1989.
- December 4, 1989.

Effective dates for the lump-sum measurement periods are:

- April 4, 1988 thru Dec. 4, 1988.
- Dec. 5, 1988 thru April 2, 1989.
- April 3, 1989 thru Dec. 3, 1989.
- Dec. 4, 1989 thru April 1, 1990.

Elex Club notes:

The following events will be sponsored by Elex. Tickets or reservations must be paid in advance and may be obtained through your Elex Contact Representative or through the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801, telephone 428-3240. Make all checks payable to the Elex Club.

• Bosses Night will be held Thursday, April 21, at Goeglein's on Maysville Rd. Cocktails begin at 5 p.m. with dinner beginning at 6 p.m. Hawaiian Dancers will perform after dinner, and dance

music will be played by a DJ. The cocktail hour and dinner party are for Elex members and their bosses only. Guests are welcome for the DJ portion of the program. There will also be raffle drawings.

• Also on April 21, there will be a "Spring Luncheon" (buffet style) for members only at Ceruti's Reception Hall on Hatfield Rd. It begins at 11:30 a.m. Entertainment will be provided by the Senior Citizen's Music Makers' Band, playing oldies but goodies. Cost of the program is \$5.50 per person. Reservation deadline is April 8.

Welcome Decatur transfers

The Fort Wayne GE Motor and Transformer operations welcome the following transfer employees from Decatur: Daniel Butcher, Taylor Street; Frederick Bultemeyer, STO; Charles Drake, STO; Kenneth Gase, STO; Darrel Harmon, Taylor Street; Timothy Ir-

win, Building 4-4; Ricke Johnson, STO; Patrick Kopacz, STO; Ronald Mihm, STO; Bruce Roop, Taylor Street; Alan Schug, Building 6-4; Glenn Wilder, STO; Steven Spiegel, Building 4-2; and Shirley Wass, Taylor Street.

Next Thursday is deadline for nominating community leaders

With the March 31 deadline for Phillippe Awards nominations fast approaching, many GE employees are headed for a surprising and ultimately very gratifying experience—discovering that someone has recognized their good works and submitted their name for an Award.

This year, up to 30 awards are available across the company for employees setting the highest standards in community volunteer service through personal leadership, innovation and accomplishment.

Recipients get a special Phillippe medallion and select a non-profit organization to receive a \$1,000 grant. Three Award recipients will then be selected for Corporate Awards, which include an additional \$1,000 grant selection.

Many former nominees report that the news that they're up for an Award comes as a surprise. They tend to be modest, usually far more interested in their community service projects than in receiving any special notice. But that doesn't stop most from enjoying the fact that they're appreciated.

Thousands more GE employees donate their talents to people and programs in their areas that rely on volunteer efforts. The Phillippe Award program can recognize them and help their programs—but only if nominations are in before the deadline.

To submit a nomination (or get more information on the program), Motor employees should obtain nomination forms from and return them to Vance Meyer, Building 18-3. Transformer employees should see John Pcolinski, Building 26-2.

Adlets

FOR SALE

LUGGAGE, Am. Tourister, ladies, 3 pc., 432-1828.

PROM DRESS, lavender, sz. 7-8, excellent cond., 485-2002.

'87 TERRY TRAILER, 28', sleeps 6, like new, 657-5681.

GOLF CLUBS, Wilson, irons, 6 woods, bag, puttr, chippr, umbrella, 447-6482.

TWOOD STOVES, fireplace inserts, 485-3253.

CUTLASS SUPREME, ps, pb, ac, T-top, am/fm stereo cass., luggage rack, cruise, V6, 747-5461.

ARLINGTON PARK HOME, 4 br, den, over-size, garage, 486-3579.

EXERCISE BIKE, Sears, good cond., after 5 p.m., \$70, 744-5078.

ANTIQUE OAK CHAIRS, newly refinished, recaned, 749-2494.

RESORT LOT, Twin Lakes Rst., Wapak, Oh., 724-8147 before 2 p.m.

TYPEWRITER, Royal elect., correct., xtras, \$300 or best offer, 485-5070.

'85 HONDA MOTORCYCLE, V30 Magna, 1,300 mi., \$1,400, 493-1797 after 5 p.m.

15' BASS BOAT, 35 hp. motor, trailer, cover, fish loc., troll. motor, \$1,600, 594-5754.

STORM-SCREEN DOOR, pre-hung, 34 3/8" x 79 1/8", white, left to right, \$70, 447-4259 after 4:30 p.m.

ALUMINUM CRUTCHES, adult, aluminum, like new, \$10, 744-0773.

COMPUTER, Atari 1200 XL, 1050 disc drive, 1027 printer, software, 485-8097.

FIRST COMMUNION DRESS, sz. 12, 484-1395.

ANTIQUE HEATER, Cannonball, over 100 yrs. old, 749-4485.

WHEELS AND TIRES, Cougar Polycast, \$750, 637-6283.

FISHING BOAT, '76 Sea Nymph, alum., Johnson 9.9 hp. motor, trailer, 1 7/8 ball, 447-4259 after 4:30 p.m.

'72 WHEEL HORSE MOWER, 10 hp. engine, 42" mower, excellent cond., \$900, (219) 637-6030.

SERVICE

DJ & VIDEO, all occasions, musician, 447-4447.

SCOTTISH MUSIC, Fort Wayne Scottish Pipes and Drums, all occasions, 627-3106.

CONCRETE CONST., replace, repair, new work, 456-1187.

Hermetic Motor reunion set

Former employees of the Broadway Hermetic Motor Operation should mark Nov. 5 on their calendars. That is the evening set for the fourth annual reunion to be held at Goeglein's on Maysville Rd.

Any former HMO employee wishing to serve on the 1988 planning committee should call Martha Musselman, 493-3074 or Dottie Askren, 485-7465.

More information will be made available at a later date.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

MARCH 31, 1987

FORT WAYNE, INDIANA

VOLUME 70, NO. 13

GENERAL PERIODICALS
NON-CIRCULATING

Happy Easter!

Decatur family works together as team

"We work together as a team."

That's what Roxy Harmon had to say about the relationship between herself, Darrel, her husband, and their children Adam, age 4, Andrew, 6 and Nichole, 16.

Darrel and Roxy are among the 30 Decatur employees who have already transferred from the Decatur Motor plant to Taylor Street. That transition, says Darrel, has involved extra effort from the entire family.

Each day begins about 4:45 a.m. Roxy and Darrel get ready for work, wake the children and help them get ready for their day. By six a.m., the couple is on the road to work.

"I enjoy the time coming and going to work with my husband," Roxy said. "It gives us 'quiet time' to talk about things we encounter at home and at work."

Meanwhile, the activity back in Decatur can be described as anything but quiet time. From 6 a.m. to 7 a.m., Nichole is busy getting ready for school while keeping an eye on Adam and Andrew. Roxy's sister and brother-in-law pick the boys up and

drive them to a babysitter, and soon after Nichole is off to school. Later in the morning, Adam and Andrew take their second car trip from the babysitter's to nursery school. In the afternoon, it's back in the car and back to the babysitter's until mom and dad get home from Fort Wayne.

"It can get crazy sometimes," Darrel said. "The kids have been really good through all of this."

Darrel and Roxy are off to a running start at Taylor Street. Both are learning new jobs - Roxy on an anneal oven and Darrel in miscellaneous assembly. Roxy has already gotten involved in "The Facts," a Self-Directed Workforce issue team.

"I like that," Roxy said of her participation on the issue team. "It gives me a chance to see how people operate and think around here. It also gives me a chance to throw in my two cents - to share how we did things in Decatur."

Darrel is getting lots of support and help from his co-workers. "A lot of these people transferred here from



Roxy and Darrel Harmon arrive at work from Decatur.

Winter Street after it closed, so they can relate to my situation," he said.

As for the future, Roxy says she'll "take it one day at a time." Both of them hope to get an opportunity to move to different jobs within GE eventually. For now, they say they're going to keep looking forward and hope for the best.

"I did my thing at Decatur for 20 years," Darrel said, "so it is hard to get used to - like leaving home. But I'm hoping that we (Motors) can keep

the ship afloat. Otherwise, I wouldn't have come here.

"If I went to work at Franklin (GE's motor competitor in Bluffton), I wouldn't have my vacation or the benefits I have at GE. As long as GE treats everybody right, I plan on staying."

According to Employment Manager Lois Neloms, 64 Decatur people in total have accepted positions in Fort Wayne.

A checklist for April 15

Tax tips for GE filers

Tax Reform. Those two words signify substantial changes for millions of American taxpayers now completing their 1987 tax returns.

The changes are the result of the Tax Reform Act passed in late 1986. Like other taxpayers, GE people are now seeing what the new law means for tax bills. Many employees are finding changes in the tax treatment for income received from GE benefit plans and other company sources.

Here's a summary of items for GE employees to check before mailing their tax forms to the Internal Revenue Service.

- **Savings & Security Program (S&SP) Payouts:** Income received in distributions and withdrawals from S&SP is now taxed differently than in the past. The Tax Reform Act established new rules which must be followed in calculating taxable income when active employees receive payments from a "qualified retirement plan." Under the law, S&SP is considered to be a retirement plan. Participants under age 59-1/2 will now pay a 10% additional income tax on the taxable portion of most pre-retirement distributions and withdrawals. W-2P Forms showing income which must be reported have been sent to employees who received taxable income in 1987 from S&SP distributions and withdrawals. Employees who were under age 59-1/2 when their distributions were received should report the taxable portion of their distributions on Part II, line 8 of IRS Form 5329. The tax calculated on line 11c of Form 5329

should be entered on line 52 of Form 1040.

- **Dividends from GE Stock and S&SP Investment Funds:** The new tax law has eliminated the exclusion from income of up to \$100 (\$200 if filing a joint return) of qualifying dividends. All dividends received from GE Stock, the S&SP Mutual Fund, and the S&S Long Term Fund, including those which have been reinvested, must be reported as income. 1099-DIV Forms sent to owners of stock shares and mutual fund units show the amount which must be reported.

Employees who sold shares of GE stock or units in the Mutual Funds have received 1099-B Forms. This form shows the total sales price for use in calculating capital gains and losses.

- **Weekly Sickness & Accident (S&A) Benefits:** Payments to employees who received Weekly S&A Insurance benefits are reportable as income. The insurance company has mailed a statement to those who received these benefits which shows the amount that must be reported. Payments made under the Long Term Disability (LTD) insurance plans are not taxable because participants pay for this coverage. As a result, there is no taxable income when LTD benefits are received.

- **Income Extension Aid (IEA) and Layoff Benefit Plan Payments:** IEA

Continued on back

Tax reform will affect design of 'qualified retirement plans'

In addition to the changes affecting individual income taxes, Tax Reform affects the design of so-called "qualified retirement plans."

GE's "qualified retirement plans" include the Savings & Security Program (S&SP), the Pension Plan, and the Employee Stock Ownership Plan (ESOP). GE benefits manager Tom Burns points out that some provisions in these plans must be changed by the end of 1988 so that the plans will continue to be qualified by the Internal Revenue Service (IRS).

"As with most matters involving tax laws, IRS regulations are detailed and complicated," Burns said. "These are subjects that we must factor in as we consider changes in our benefits package. They will be important topics for discussion in 1988 negotiations with the unions." He provided a list of some of the S&SP and Pension Plan features which will have to be modified.

- **Vesting Changes....**The new law provides for earlier vesting. This means participants will have a shorter qualifying time for rights to GE Pension Plan benefits. The new law provides alternative methods that can be used to vest plan participants.

- **Holding Period To Change....**The three-year holding period to qualify for GE matching

payments in S&SP will be changed. The reason is that the new vesting requirements for retirement plans apply because S&SP is also considered to be a retirement plan. New S&SP procedures will be established to meet IRS regulations on withdrawals and access to matching payments.

- **Possible Savings Cutbacks for Those Earning over \$50,000....**Limits have been tightened on amounts which employees earning more than \$50,000 can save under S&SP in comparison to the savings of those earning less than \$50,000. This could result in cutbacks in the percentage amounts that can be saved by higher-paid employees in the plan's Deferred Pay Account, Regular Matched Savings, and Additional Unmatched Savings.

- **ESOP Contributions Ended....**Tax Reform repealed the payroll-based tax credits used to purchase employer stock under the GE Employee Stock Ownership Plan. The March 1987 crediting of free ESOP shares was the last under the program.

- **New Rules Affect Pension Design....**New rules have been established on the coordination of pension benefits with Social Security benefits. These rules will affect the design of the Pension Plan.

1987 Annual Report

GE BENEFITS

YOUR PERSONAL SHARE STATEMENT

as of December 31, 1987

• PENSION UNIT NUMBER D86

• SOCIAL SECURITY NO. 848-55-9999

Dear Fellow Employee:

Your efforts have produced another terrific year for GE and have allowed us to grow and win in an increasingly turbulent and competitive world.

This benefit summary is a reflection of the continuing success of your efforts. Please take the time and ensure that you are taking full advantage of the options available to you, as you plan for your future.

Cordially,
John F. Welch, Jr.

INVESTMENTS FOR YOUR FUTURE

• Savings and Security Program

Excludes January 1988 distribution

1985 Holding Period: 1,000

1986 Holding Period: 1,000

1987 Holding Period: 1,000

Proportional Company Payments on these Savings: 1,000

Income on Holding Period Amounts: 1,000

Net Investment: 1,000

Unitholder Price as of Dec. 31, 1987: 2.00

Investment Value as of Dec. 31, 1987: 2.00

• Employee Stock Ownership Plan (ESOP)

Shares of General Electric Stock: 18,728

• WHEN YOU RETIRE

JUL 1, 2003: 1290

• Your normal retirement plan at age 65 based upon your birth date of JUL 1, 1938

• You will be eligible to receive for the following estimated monthly retirement income if you continue working and participate in the Pension Plan at your year-end 1987 earnings rate

Age: 55, 58, 60

GE Pension: 1236, 1238, 1239

Social Security: 517, 517, 517

Total: 1753, 1755, 1756

• See the Additional Information section for supplemental payments until you reach age 62

• Your pension benefits are based on earnings and service with the Company. Future pay changes will affect both the amount of the benefit and how they compare with your earnings. Social Security estimates are based on the Social Security Act as of the end of 1987

• If the appropriate cost in a lump sum at age 65 for a monthly retirement benefit equivalent to the GE Pension benefit provided for you at age 65, you will have contributed approximately \$7,131 exclusive of accumulated interest toward this benefit

• If your monthly benefit payable upon retirement from GE at age 60 or later accrued under the GE Pension Plan for your pay and service to the end of 1987 excluding any amount to provide the guaranteed pension

• Additional amount to provide the guaranteed pension (requires 10 years of Pension Qualification Service) under improved schedule effective January 1, 1987

• Monthly total pension amount as of January 1, 1987

• If your 1987 contribution toward your pension

• If your accumulated plan contributions including interest

• If this amount is interest

• Your rights under the Pension Plan are nonforfeitable after ten years of Pension Qualification Service or upon becoming eligible for early retirement, if sooner. As of December 31, 1987 you have 32 years of Pension Qualification Service and 610 HAVEL, a nonforfeitable right. This service applies to the Pension Plan only

Your Personal Annual Report

As employees and share owners we know the importance of the GE Annual Report. It gives us a yearly assessment of our Company's performance and its future direction.

Your Personal Share Statement is equally important because it is an annual report about you. On one sheet of paper it summarizes your S&SP portfolio, your pension status, insurance protection and medical benefits. It tells you where you are and where you're going.

Watch for it in the mail.

Fort Wayne National Bank waives application fee for HELP loans

For a limited time, Fort Wayne National Bank will waive application fees for its Homeowners Equity Line Program (HELP).

Help lets you establish a credit line based on the value of your home, enabling you to make use of the equity you've built.

The following are some of the advantages of HELP:

- Interest rates are lower than those charged by most credit cards.
- The money can be used for any purpose — Christmas, college, vacations, home-improvements, major purchases, medical bills...anything.
- Under the existing tax law, the interest on most consumer loans is no longer completely tax deductible. But interest on loans against the value of your home is, if certain federal regulations are met. This makes car loans, vacation loans and other traditional loans less attractive.

• HELP is convenient. Once you are approved for the program, you essentially become your own loan officer. When you need money for any reason, you just write a check for it. Your Homeowners Equity Line will automatically be activated, and the check will be covered.

HELP is one of the many services available through Fort Wayne National's Building 21 branch. For more information on any of FWNB's services, visit the branch between 9 a.m. and 4 p.m., Monday thru Friday.

Adlets

FOR SALE

'83 DODGE CONVERSION VAN, new seats, cruise, air, V6. 747-1387 aft. 4 p.m.

SEARS 70 GAL. WATER SOFTENER, ex. cond., 747-4871.

ROYAL ELECTRIC TYPEWRITER, correct type, extras, \$300 or best offer. 485-5070.

PREHUNG STORM-SCREEN DOOR, FITS 34-3/8"x79-1/8", wht, lft/right, \$70. 447-4259 aft. 4:30 p.m.

ROCKER-RECLINER, floral, like new, \$150. 484-4827.

VOYAGER CAR SEATS, 2, \$15 each; stroller, \$20. 489-6701.

GE UNIT STOVE & MICROWAVE, self-clng oven, good cond., hrvt gld. 749-7511.

'85 SCHULT MOBILE HOME, 3 bdrms, 2 baths, Butler area. 636-3108.

MATCHING CHAIRS, 2, one rocker, \$50 both. 749-2644.

GIRL'S THREE SPEED BIKE, 26", coaster & hand brakes. 484-4251.

NICE OLDER CAMPER, self-contained, needs some work, \$1,000. 625-3159.

SEARS DELUXE SWING SET, \$75; roller skates w-plastic whls, \$10. 745-1645.

FLORIDA MOBILE HOME, 2 bdrms, 2 baths, air, dlb wide, FL rm, carport, Cypress Gardens. 1-813-324-6548.

GARAGE SALE, April 1&2, 9-5 p.m., 1801 Rosemont, kid/adult clothes, playpen, misc.

'87 TERRY TRVL TRAILER, 28', slps 6, like new. 657-5681.

PERSIAN CAT, Seal Point, spayed, declawed. 432-0905 aft. 4 p.m.

'87 FORD T-BIRD, 3.8L, V6, auto, loaded, low mileage. 1-812-547-8219.

HONEST ABE SOLID STATE CB, 40 ch. 747-2184.

LUCILE, by Owen Meredith, early 1900s poem book. 422-7715.

MEN'S JACKETS, clothes, large, like new. 422-5386.

TIRES, 4, Michelins, XXZ 165-SR13 radials, \$20; Goodyear Corsa GT P185/70R13 radials, 4, \$20. 749-8951.

26" GIRL'S SCHWINN BIKE, large tires, coaster brakes. 485-7160.

ROWING MACHINE, like new, \$150. 456-5051.

DOG, one yr. old, LAB mix, hsebrkn, neutered, loves people. 639-3119.

FURNITURE: loveseat, \$150; orange chair, \$35; cassette player, \$25. 747-4738.

GAS FURNACE; dlb bl sk; elec. clothes dryer. 432-2896.

Elex notes:

The Elex Mother/Daughter Banquet will be held Monday, May 9 at 4:45 p.m. in the GE Club. There will be demonstrations of Jazzercise, hair styles and fashions. Special recognitions and prizes will be awarded. Tickets are \$5 for members and \$5.50 for guests. Reservation deadline is May 2. You must pay your 1988-'89 membership dues before you can purchase your ticket(s) to the Mother/Daughter Banquet. See your Contact Representative, call 428-3240, or mail checks (payable to the Elex Club) to the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801.

Tax tips

Continued

benefits paid to hourly and nonexempt-salaried employees, and Layoff Benefit Plan benefits paid to exempt-salaried employees are reportable as income. These payments have been included in income shown on the regular W-2 Forms which employees received in January.

- **GE Life Insurance:** The cost which GE pays to provide life insurance coverage in excess of \$50,000 under the GE Insurance Plan is taxable. Since GE Life Insurance is equal to twice annual wages, an employee whose earnings rate was more than \$25,000 at any time in 1987 is considered to have income for the cost which GE paid to provide insurance over \$50,000. This amount is taxable income and is included in total wages and other compensation shown in Box 10 on the W-2 Form. For information purposes, the amount that has been added to total wages and other compensation may have been shown in Box 16a. The cost for the first \$50,000 of insurance coverage is not taxable to the employee.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



VED

General Electric News

MARCH 26, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 12

Employees form council to take bite out of inventory

Twenty three members of the Self-Directed Workforce at Broadway have formed a council to combat excess inventory.

"We've heard for years about keeping inventories down. But this is the first time we've gotten together to do something about it," said Leroy Dewitt, workteam communicator in Building 6-3.

"Before, improving inventory didn't seem like anyone's business—it was always someone else's job. Now we're taking the bull by the horns," said Diane Pressler, miscellaneous assembler in Building 4-5.

The council was formed six weeks ago in an effort to improve Broad-

way's inventory position relative to the rest of the Motor Business and the Company.

According to Production Manager Claude Sparks, "The idea of forming a council stems from the Self-Directed Workforce. Our people are becoming accustomed to solving all kinds of problems in the plant."

Removing obsolete stock

Council members are in the process of identifying stock items which are no longer used for production and placing those items in a central location in Building 6-1. Their goal is to



(from left) Bill Lamb, Jack Smith, Luther Gross, Larry Lock, Diane Girardot, Mary Robinson, Leroy Dewitt, Bob Mock, Brice Roemer, Bennie Snyder and Wayne Shearer are part of an inventory council made up of 23 Broadway employees. The council is working to improve Broadway's inventory position relative to the rest of the Motor Business and the Company.

have all obsolete stock accounted for and out the door before inventory day.

"Once we get rid of inventory we're not using, we'll be able to keep an eye on what we are using," said Bob Mock, stockkeeper, Building 4-4.

Rhonda Gage, who formed the council, says the 23 members can't eliminate obsolete stock by themselves.

"We're asking everyone to help us find materials that aren't being used anymore. It may be a few bolts in a tray, a box in a corner or a stack of boxes—We must get rid of everything we don't need."

Organizing in-process stock

The council is also trying to identify and organize all in-process stock items throughout the plant.

"Many times we order a material and later find that we had an abundance of it on a shelf somewhere or at a person's workstation. We simply cannot afford to let this happen anymore," Gage said.

To get better control of the reorder process, the council is organizing stock items in central locations. Operators will no longer store large quantities of material at their workstation—they'll get the material as they need it from one location.

Just-in-time

Ultimately the council plans to systemize in-house ordering on a just-in-time (JIT) basis. This means, for example, that instead of stocking tote boxes full of keys for pole pieces, the keys will be delivered from the contributing area on the day of production.

"We currently operate under a just-in-case system," said Gage. "People feel a sense of security knowing that there are parts available at their workstation."

"Having parts there means you'll have a good day without downtime," said Ron Rittenhouse, utility operator in Building 6-3.

"Going to Just-In-Time will be a big change for people. It means that we'll have to do our jobs differently," Pressler noted.

Communication plays a key role in moving to a JIT system.

"We're learning as we go along that our efforts will be worthless without inputs from everyone in the plant. It boils down to teamwork," Gage said.

"Each area must figure out what material it needs and when it needs it," said Gary (Soko) Bowersock, schedule expeditor, Building 6-2.

Inventory improvement critical

Improving inventory is a critical step toward reducing cost and improving Motor Business profitability.

"We have a tremendous amount of surplus stock in our plant—I'm talking big bucks," Bowersock commented.

"A lot of people don't realize the high-cost of materials. We have commutators that cost \$14 to \$27 a piece. A few here and a few there really add up," Gage noted.

Pressler added, "I'm anxious to see the end dollar amount we save."

Related article on Page 4.



Diane Pressler, Building 4-5, stands next to a rotary bin full of mostly obsolete and unidentified parts. The Broadway inventory council wants to have such parts out the door before inventory day.

'Before, improving inventory didn't seem like anyone's business—it was always someone else's job. Now we're taking the bull by the horns.'

*Diane Pressler,
Miscellaneous assembler*

Bldgs. 6-2, 6-3 earn Safety, Housekeeping award



Building 6-3 employees were awarded a "Housekeeping and Safety" award for the second time recently. The award was presented by the Housekeeping and Safety Self-Directed Workforce Committee. Shown (from left) are: Dave Bazzinett, Nate Shaheen, Cliff Lane, Jim Morris, Presch Wright, Donna Treesh, Byron Clayton, Bob Wyatt, Odessa Hawkins, Rick Screton, Billy Martin and Ron Rittenhouse.



Roger Schlegel and Dave Winters accepted a Housekeeping and Safety Award on behalf of the employees in Building 6-2.

Employees choose April retirement

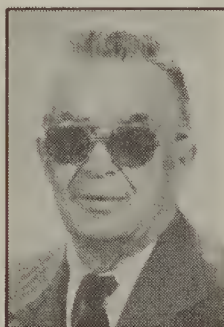
The following employees will retire April 1:

Ellen A. Wright, connector, Section 14; Edmund S. Sembroski, manager-purchasing, Specialty Transformer; Philip W. Ohmart, machine operator, Specialty Transformer; Dolores E. Ohmart, tester, Specialty Transformer.

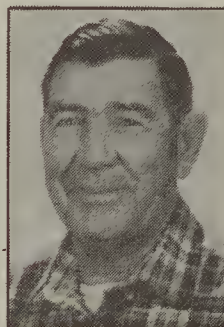
Raymond L. Duff retires with 45 years of service. He began as a messenger in Building 6-B, and retires as a quality control process technician in Specialty Transformer. "I am grateful for the many wonderful associates at GE, also for the good insurance and pension benefits. Now I will spend more time with my family."



Samuel R. Blough retires with 25 years of service. He began as an inspector in General Purpose Motor and retires as oven operator in Specialty Transformer. "I enjoyed working with all at GE. Will take my retirement one day at a time and see what comes up."



Lyle K. Easterday retires with 25 years of service. He began as a terret winder in Specialty Transformer and retires as a punchpress operator at Broadway. "GE provided a good career with many benefits. I plan on building a home in Northern Michigan and fishing."



Deloris K. Inlow retires with 25 years of service. She began as a winder/finisher in Building 6-3 and retires as a placer in Building 4-2. "I've been lucky to have had good jobs and never been laid off. I have worked in Building 4 except a couple of months of my 24 years. Plan to take one day at a time."



Helen J. Lichtsinn retires with 24 years of service. She began as an inspector in the Hermetic Motor Department and retires as an inspector in Building 4-3. "Thanks GE for making my future a better one. It will be sad saying goodbye to my friends and co-workers. They have been great."



GE NEWSLINE

GE's NBC TV scores another win in "sweeps" ratings

NEW YORK—NBC Television, a GE subsidiary, easily won the February "sweeps" ratings—its eighth consecutive such victory over the other two major television networks.

February is one of three months of

the year in which the television rating services measure audiences in medium and small markets. The outcome is crucial in setting advertising rates for local affiliate TV stations.

Drop in space, oil businesses causes closing of office in GE's Houston operations

HOUSTON—GE's Astro-Space Division will close its Houston Operations office in the Clear Lake area in August. Seventy-three people are employed at this office, and those who aren't placed in other GE jobs will receive plant-closing benefits under the Job & Income Security Plan.

The Clear Lake office has supported the Apollo program, the Space Shuttle, and other NASA projects. "As

space contracts were completed," said Bob Creamer, operations manager, "we pursued opportunities in other space-related businesses and the petroleum industry. The decline in both of these markets has seriously affected our business."

"Because there are insufficient opportunities in our product markets, the decision has been made to discontinue the operation."

Credit Union changes name

The General Electric Employees and Affiliates Federal Credit Union has changed its name. The new name is Midwest America Federal Credit Union.

The name was changed to better represent the credit union's evergrowing field of membership. To date, the credit union, which is not owned by General Electric, serves more than 150 employee groups across the Midwest.

The credit union is also in the process of constructing a new Corporate office at 1104 Medical Park Drive. The new office will be equipped with an eight-station teller line, loan and

Visa departments, safe deposit boxes and drive-up facilities. It will take the place of the current office facility at 1010 Memorial Way Drive. The new building should be completed by December.

Harold Short, president, recently announced that the credit union has reached \$100 million in assets.

**MIDWEST
AMERICA**
FEDERAL CREDIT UNION

Seven Fort Wayne organizations eligible for Foundation matching

There are currently seven charitable organizations in Fort Wayne which are approved and eligible for employee gift matching by the GE Foundation's 'More Gifts...More Givers' Program. Those organizations are: the Allen County Public Library Foundation, the West Central Neighborhood Committee, the Allen County Fort Wayne Historical Society, Audiences Unlim-

ited, Associated Churches of Fort Wayne (Food Bank), the Fort Wayne Crossroad Children's Home and the Sarah A. Litch Development Center. Employees who give a minimum of \$15 to any one of these organizations will have their gift matched by the GE Foundation. Gifts are limited to \$7,500 per person for the combined Corporate Alumnus Gift-Matching Program

and "More Gifts...More Givers." Forms for matching are available through Gloria Smith, Building 18-3 or ACSD Employee Relations.

More Gifts...
More Givers

Adlets

RIDE WANTED

LEO TO BROADWAY, 7-3:30 p.m. 627-2429.
ST. JOE, IN, TO BROADWAY, 7-3:30 p.m., Ext. 3646. 337-5258.

FOR SALE

36" LAWN AERATOR FOR LAWN TRACTOR, like new, \$50. 672-8219.
SEARS KENMORE WASHER, 15 yrs. old, runs good, \$25. 672-3447.
'85 SCHULT CITATION MOBILE HOME, 14'x80', 2 baths, 3 bdrms. 1-636-2914.
'73 OPEN ROAD CAMPER VAN 20, handy-man's special. 432-2781.
30" ELECTRIC RANGE, Frigidaire, goldtone. 1-925-0221.
'83 BUICK ELECTRA, 49,000 miles, must sell due to illness. 432-3741.
'82 YAMAHA MAXIM MOTORCYCLE, 750CC, shaft drive, mag whls, 8,000 miles, clean, \$1,700 or best offer. 447-7332.
ANTIQUES: dropleaf tbl, chest of dwrs, lead glass bookcase. 632-4733.

'82 YAMAHA 650 MAXIM, 15,000 miles, \$1,000, aft. 6 p.m. 436-0963.
DIAMOND SOLITAIRE ENGAGEMENT RING, .63 carat, sz. 5. 436-2320.
TWO-STORY HOME, 5 bdrms, att. 2 car garg., NW location, city conveniences w-o the taxes, \$59,000. 489-3386.
SEARS REFRIGERATOR, w-ice maker, 16 cu. ft., gld, \$130. 436-1795.
FURNITURE: 2 lt. grn. wing chairs, yel/lt. grn sofa, ex. quality & cond. 489-1337.
'76 CUTLASS, 59,000 miles, \$1,100 or best offer. 432-0393.
'84 BUICK CENTURY, 54,000 miles, \$6,500. 426-9971.
MOTORS, plane, solder gun, staplers, Presto-lite. 747-5154.
'72 CHEV THREE QUARTER TON VAN SS, very good cond., set up for svc., many new parts. 432-9480.
DOGPEN, 10'x20'x6', chainlink; '72 Skidoo. 489-9453.
'72 FORD MUSTANG, good mtr, needs some body work, low mileage, aft. 5 p.m. 747-5827.
GREENLAWN CEMETERY LOTS, 2, \$400 ea., aft. 4 p.m. wkdays. 483-1597.
DINETTE - oval tbl, 4 chairs, contemp., \$75. 486-3280.
VITAMIX 3600, juicer & breadmaker, \$200. 484-4185.
'78 SUZUKI GS 400, 13,000 miles, runs great, new tire, battery, chain, \$550. 485-0825.
'73 LEMANS SPORT COUPE, 350, stk, good cond. 485-7160.
BABY WALKER, deluxe swing, like new, aft. 6 p.m. 493-4002.

WANTED

FOLD-DOWN CAMPER, needing repair, cheap. 426-2631.
'78-'86 TRAVEL TRAILER, 17'-22', 5,800 gvwr max, self-contained, road worthy. 747-7854.
TWO TICKETS TO HUEY LEWIS. 432-0393.
BACK ISSUES OF NATIONAL GEOGRAPHIC. 486-4529.
HOUSE CLEANING JOBS, avail. anytime, reasonable rates. 747-6073.
IHSAA BASKETBALL STATE CHAMP. TICKETS, morn. and eve. games 486-3901.

SERVICE

PROFESSIONAL DJ & VIDEO for your wedding, party, etc., Musicman. 447-4447.
CARPET BINDING & FRINGING, can edge remnants for throw rugs. 744-1755.
WALLPAPERING & PAINTING. 426-4902.
LAWN MAINTENANCE & LANDSCAPING, 10% disc. until 4/1. 1-824-3466.
CONCRETE CONSTRUCTION - repair/replace. 456-1187.
BABYSIT DAYS, one blk from Lutheran Hosp., private fence. 745-2764.
PHOTOGRAPHY for weddings, portraits, special occasions. 486-3080.
COUNTRY-ROCK MUSIC for parties, birthdays, dances, weddings, etc. 489-3704.
ROOFING - repair/renew, free estimate. 747-5531.
SWEETCAKES THE MAGIC CLOWN SHOW - fun & laughs for all ages & special events. 745-1545.

FOR RENT

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avail. mid-April. 485-4264.
FLORIDA COTTAGE at Englewood, near golf, beaches and golf courses, furn., reas. rates, avail 5/17-6/6. 486-5031.
APT., SW, large, 1 bdrm, rede., appls. & util., reas. 747-4066.
MYRTLE BEACH, S.C., lovely condo, complete, 2 bdrms, 2 baths, porch, in/out pools, near beach/golf. -216-526-1258.

LOST & FOUND

TWO GARAGE DOOR OPENER ACTIVATORS, Taylor St. 2376.

GE Club calendar

RAY FISCHBACH, MANAGER - 432-2935

April 4 7-11 p.m. Whizzers Square Dance
7 12:45-3 p.m. Pensioners' Euchre Club
11 7:30 p.m. Bingo
18 7-11 p.m. Whizzers Square Dance

WEEKLY EVENTS (Except for closed days)

Monday 5-6 p.m. Jazzercise
Tuesday 5-6 p.m. Table Tennis
6:30-9:30 p.m. Basketball
Wednesday 12:30-3 p.m. Golden Squares
5-6 p.m. Jazzercise
6:15-10 p.m. Volleyball
Thursday 5-6 p.m. Table Tennis
6:30-9:30 p.m. Basketball
Friday 7-11 p.m. Beg. Sq. Dance Class

BOWLING ALLEY SPECIAL

The GE Club Bowling Alley is offering 25% off the regular price of open bowling every Tuesday, 10 a.m. to 8:30 p.m., and every Sunday, 1 p.m. to 3:30 p.m.

In memory

Raymond T. Klotz, 4029 Wedgewood Drive, died Mar. 13. He retired from GE in 1962.
Paul V. Beltz, 9538 Carriage Lane, died March 15. He retired from GE in 1982.

Elex calendar

Apr. 1 Copper punching class, 7-8 p.m., GE Club, upstairs, \$3.50 members, \$4.50 non-members.
8 Pen-El, 11:30 a.m., Bethany Church.
8 Cake class cancelled
15 Painting Class, Bldg. 18-1 Conference Room.
16 Bosses' Luncheon, 2nd shift, Lesters.
16 Bosses' Night, Goeglein's
21 Partizan Mtg., 11:30 a.m., MCL Cafeteria, Southtown Mall
22 El-Par Meeting
23 Quilting Class begins
24 Quintus, 1 p.m., Georgetown Library, E. State St.
27 Honorettes, 1 p.m., Salem United Church
28 Elex Exec. Bd. Mtg., 4:45 p.m., Elex Office.
28 Elex Exec. Comm. Mtg., 7:30 p.m., GE Club, upstairs.

May 1-31 Membership Drive
6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
11 Mother/Daughter Banquet, 4:45 p.m., GE Club.
13 Pen-El, 11:30 a.m., Amish Farm, Grabill.
15 El-Par Installation Banquet
19 Partizan Installation of Officers, 12 Noon, Halls Guest House
20 El-Par Meeting
22 Quintus Meeting
25 Honorettes, 12 Noon, Salem United Church
Jun. 1 Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only

Bowling scores

Friday Nite Ladles - 2/27	Don Stackhouse 212 Larry Stoppenhagen 220
Janie Anderson (201-213-129) 543 Bessie Shields (135-192-207) 534 Liz Papen (190-150-179) 519 Sandy Gerdorn 199	Brian Horton 217 Jim Witzigreuter 216 Dick Blair 211
GE Office - 3/9	Apparatus - 3/19
Jerry Gottschalk 234 Dave Knepple 232	Roland Maxwell 246 Tom Schmitt 234 Jim Slater 216 Lyle Myers 214 Mike Pranger 214 Karl Hofacker 214 Lee Schnepf 213 Herb Meyer 212 Jeff Slater 211 Steve Scherer 210
Small Motor - 3/11 & 3/18	
Francie Harter (216) 615 Larry Arnett 214 Greg Cox 210 Steve Thomas 246	

* ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale*

☐ Wanted

☐ For Rent*

☐ Free

☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found

☐ Service

(PLEASE PRINT NEATLY)

PCI vision-care benefits explained

Employees who are enrolled in the Blue Cross Preferred Care of Indiana plan will notice that there are no optometrists shown on their list of "preferred providers."

That's because optometrists are considered "exempt providers." Therefore the employee may visit any optometrist he or she chooses—even though optometrists aren't PCI members—and receive full benefits.

Obtain bill or receipt

To obtain these benefits, the employee should request a bill or receipt for services rendered from the optometrist, attach it to a Preferred Care claim form, and mail the form to the correct address shown on the form.

Claim forms were mailed to participants in the Preferred Care packets. There are also forms available in the Building 18-1 Personnel Accounting office and from any ACSD secretary.

Employees should follow the same procedure when visiting an ophthalmologist for eye examinations and glasses. However, for other services, such as cataract surgery or treatment of other eye diseases, participants must go to a Preferred Care ophthalmologist to get full benefits.

Once every 24 months, there is coverage of up to \$25 for eye examinations for eyeglass fittings and for the purchase of lenses and frames.

Preferred Care pays up to \$25 for single-vision lenses, \$40 for bifocals, \$55 for trifocals and \$80 for lenticular

lenses. The maximum benefit for frames is \$30, and Preferred Care will pay up to \$75 for contact lenses.

There is no deductible applied to the vision care benefits. Nor are vision care expenses beyond those paid as benefits counted toward Preferred Care's \$500 annual out-of-pocket provision.

Should shop around

Tom Callant, manager of compensation and benefits, points out that "Because Preferred Care has established maximum amounts to be paid for vision care, it is in the employee's best interest to shop around for the best possible price and quality."

Elex begins search for rummage items

Are you spring housecleaning? Don't throw away items that might be resaleable.

Elex can use your donations of those items at its annual Rummage/Auditorium Sale to be held in October.

You may bring your donations (if clothing, children's only) to the Elex office.

Hours are Mondays and Wednesdays, 11 a.m. to 5 p.m., and Fridays, 10 a.m. to 1 p.m.

Funds earned at the sale are distributed to charitable causes.

Employees experience impact of Broadway inventory council



Jeannette Hart at her workstation with several containers full of wedges.



Hart at the same workstation after a number of the containers were removed.

Related to Page 1 article.

Many employees are beginning to experience changes in the way they do their jobs as a result of actions taken by the Broadway inventory council.

Shown above, for example, are before and after pictures of Jeannette Hart, wedger, at her work area in Building 4-2. In the first picture, you see several containers full of wedges on her table. In the second picture, the number of containers has been significantly reduced.

That's because wedges are now stored in a central location. This allows people who order materials to monitor the quantities of wedges being used. As the stock level of wedges gets low, the materials person will know it's time to reorder.

Before changes such as this one, it was difficult to monitor the stock level of a material because several people had various amounts of that material

stored at their workstation.

Rhonda Gage, who formed and chairs the Broadway inventory council, said, "The parts at Jeanette's workstation cost more than \$4 per pound, and that doesn't include labor or overhead. That's why it is essential that we get a handle on our reorder process. We simply can't afford to purchase material before we need it."

Communication important

It is important that the council communicates with employees in the plant before making changes such as the one at Hart's workstation, Gage pointed out.

"We know that change is difficult, but we also know it is necessary for survival. We'll do our best to make sure everyone affected by our actions will have an input."



The Broadway inventory council uses an anchor as its emblem. The anchor represents inventory. "We want to pull up the inventory anchor so that we can move forward in the Motor Business," Rhonda Gage said.

Open House reservations still available

About 60 Section 14 pensioners have made reservations for the Taylor Street Motor Manufacturing Open House to be held May 2.

Reservations are still available for those who would like to see what's new in Section 14. Pensioners' family members are also invited.

Employee volunteers will serve as tour guides and will demonstrate various manufacturing operations.

"We're going to have a lot of fun. I hope everyone who can attend will," said John Schreiber, co-chairman of the open-house committee.

The Open House is sponsored by

"The Facts," a Self-Directed Workforce issue team. It will begin at 10 a.m. and conclude at 2 p.m.

For reservations, send a letter to "The Facts", P.O. Box 2205, Fort Wayne, IN 46801. Attendees will pick up their tickets at the Taylor Street gate on the day of the Open House.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



REIVED

General Electric News

APRIL 2, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 13

GENERAL PERIODICALS
NON-CIRCULATING

1987: 'year of the work-team'

Manufacturing employees positioned for self-direction

Fort Wayne Motor Manufacturing employees have come a long way since adopting the Self-Directed Workforce concept a year ago, says Scott Ernst, production facilitator.

"We are well positioned for self-direction," he reported.

Work-teams are at the heart of the Self-Directed Workforce. These teams are made up of employees who share identical or similar tasks—shaft grinders, for example.

Each team is like a small business—It is a customer to work-teams up the line and a supplier to work-teams down the line.

Some of these teams have been in operation for nearly a year and have already made significant accomplishments. Others have only recently

formed and are just beginning to understand the ins and outs of self-direction.

"Overall the teams have made great strides toward reducing costs, improving quality and keeping promises to customers. They are starting to understand the business end of our operations," Ernst said. "I think 1987 will be the year of the work-team."

One of the first items of business for a work-team is electing a "communicator." This person serves as interface with plant management, support functions and other work-teams. He or she attends weekly meetings to discuss concerns about operations and the business.

When work-team members have a

problem they can't solve on their own, they take it to the communicator, who finds resources to help solve the problem.

Production coordinators adapt to changed roles

Production coordinators have replaced the traditional role of foreman. These people, which have come from various roles in the organization, counsel work-teams on matters related to managing operations.

"A production coordinator plays a dramatically different role from that of a foreman," Ernst said. "It is very tempting for them to jump in and solve a problem as a foreman would. However, their job is to make every

effort to help work-teams solve problems on their own."

"Issue teams" are another critical part of the Self-Directed Workforce. These teams are made up of volunteers who meet periodically to discuss specific issues in the plant.

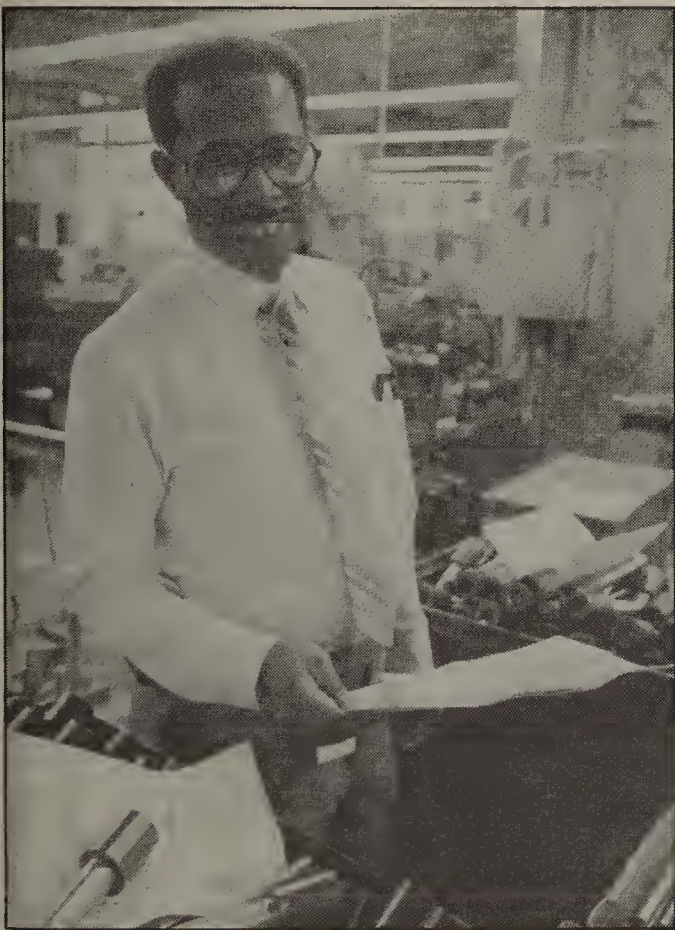
Examples of issue teams are House-keeping and Safety, Organizational Structure, Communication, Goals and Results, Crafts Interface and Training.

Continued on Page 2.

'The teams are starting to understand the business end of our operations.'

Scott Ernst

— How has your work environment changed as a result of the Self-Directed Workforce? —



Caheen Murphy, production facilitator, Broadway.

I had to change the way I handle problems. Some people still come to me with their problems instead of going through their work-team. I want to handle it for them, but it's better if the work-team solves it on their own.

We're improving all the time, and I think the Self-Directed Workforce is a better system.



Sam Manning, utility operator, Building 4-3.

We're going through a changeover right now, getting our work-team together. We elected a communicator.

We (the work-team) think it's going to work. It's going to take cooperation between technical support, management and the work-team.



Annette Brooks, work-team communicator, Taylor St.

We're taking on more responsibility now than we did before.

I'm a communicator. We (communicators) meet every Tuesday with the production manager to talk about our performance over the last week and needs of the current week. We bring that information back out to the people in the plant.

If you told me two years ago that the Self-Directed Workforce would work, I wouldn't have believed it. But now that we're trying it, it's working out beautifully.

GE, RCA people among leaders in buying U.S. Savings Bonds

The U.S. Treasury Department has honored General Electric and RCA with its National Honor Roll Award for outstanding support to payroll savings plan purchases of U.S. Savings Bonds in 1986.

GE and RCA were named as being among 75 companies and areas of government with more than 5,000 employees who have excelled in their enrollment of new savers or savers who increased their purchase of Savings Bonds during 1986.

The merger of GE and RCA was effective June 9. That is why the two companies were reported separately for 1986.

According to Treasury statistics, GE—with RCA included—ranks third in the nation. The Department of Defense leads with 193,081 new or increased savers, followed in second place by the U.S. Postal Service with 120,692, while GE has 73,026. Bell

South Corp. was fourth with 68,701.

GE's total of new or increased savers includes 61,862 in GE and 11,164 in RCA.

RCA also received recognition as being among the leaders in the percent of employees purchasing bonds through a payroll deduction plan. RCA ranked 18th among 60 companies and government areas listed in the honor roll.

RCA had 70% of its employees enrolled in payroll deduction purchases of Savings Bonds. Individual business components of RCA cited for having more than 50% of their employees enrolled were Aerospace (96%), Service Company (93%), Consumer Electronics (68%), and Video Components/New Products (64%).

Bonds guarantee earnings

Series EE Savings Bonds offer sav-

ers the benefits of variable market-based interest if held for five years, tax advantages, and no risk to principal.

The interest rate changes twice a year, in May and November. There is no limit on how high the interest rate can be at the time of redemption, but it can't fall below the minimum rate prevailing at the time of purchase.

The market-based interest rate for bonds issued between November 1986 through April 1987 is 6.06%. The current minimum rate is 6%.

Another advantage of Savings Bonds is the income tax savings. There are no state or local income taxes on the interest earned from Savings Bonds, so your investment dollar earns more. Also, you can defer federal income tax on the accrued interest until they are cashed or mature.

Most GE employees who invest in bonds use the Savings & Security Program because it offers a 50%

matching payment from the company on investments of up to 6% of pay (7% if you have participated for the required holding period).

As a result, S&SP participants can buy Savings Bonds and receive not only the market-based interest rate and the tax advantages, but also a matching "bonus" investment of 50% of the amount they invest. In effect, GE will make a matching investment of one bond for every two you purchase under S&SP, up to the limit of matching.

Other S&SP investment options in addition to bonds are GE stock, the S&S Mutual Fund, and the Holding Period Interest Fund.

U.S. Savings Bonds are also an investment choice in the Deferred Pay Account and the Retirement Option Account of S&SP.

Taylor Street parking changes to be enforced starting Monday

New yellow parking permits were issued to all Taylor Street hourly employees at Section 14, ACSD and the Wire Mill this week. As a result, the parking changes announced in February 1987 will now be enforced beginning Monday, April 4.

These changes are intended to address needs resulting from increased employment at Taylor Street. They are also intended to give employees with different starting times a more equal opportunity to park close to the building.

The changes include:

- The yellow parking lot is only for hourly employees on all shifts with yellow GE parking stickers on their inside rearview mirror.

- Salaried parking spaces are only for salaried employees with the appropriate green or blue GE parking

tags on their mirror.

- Reserved parking spaces with numbers are provided for employees with a frequent need to drive in and out of the lot during the workday as part of their jobs.

- The open parking area at the west end of the lot is for employees and anyone else with Taylor Street GE business to conduct.

- Visitor parking spaces in the main parking lot on the west of the plant are for non-GE visitors, such as vendors, who sign in at the guard house.

The new layout was made with input from hourly and salaried employees in Motors, the Wire Mill and ACSD. Employee cooperation in making this new parking system work is appreciated.



AML wins volleyball championship

"AML" won the championship tournament of the GE Club Volleyball league. They defeated Aircraft #2 15-6, 15-8 to take best out of three. (from left) Gary LaRue, Rick Sestile, John Bresler, Denny Sherman, Ron Krefta and Jim Chertman. Not shown are Paul Cavanaugh, Gary Kuhre and Gary Johnson.

Self-direction

Continued from Page 1.

"Issue teams are the trouble shooters for the Self-Directed Workforce," Ernst said. "They resolve problems that come up in the implementation of the self-directed workforce."

A Steering Committee made up of elected union officials and plant management provides overall direction for the transition to the Self-Directed Workforce.

"The cooperative spirit of this committee is dynamic. There is a lot to accomplish, and we couldn't do it without leadership from the IUE and IAM," said Ernst.

Emphasis on being best

A year ago, the emphasis in Motor Production was on survival. Today, however, there is a fresh emphasis.

"Obviously we need to survive, but it's not something we dwell on," Ernst said.

"Now we work toward being the best we can be. This means producing top-quality motors at the lowest cost."

"I believe, and many of our people are convinced, that self-direction will bring us toward a higher level of performance."

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Elex hosts Mother/Daughter banquet

Elex will host two Mother/Daughter banquets—one for first shift-members and the other for second-shift members.

The banquet for first-shift members will be held on Monday, May 11, in the GE Club. It will begin at 4:45 p.m. Sweetcakes the Clown will perform and tickets are \$4.75.

The banquet for second-shift employees will be held on Thursday, May 21, at the American Plaza, located at I-69 and 14. Elex members will model the latest furs from the Daseler Fur Company. Attendance prizes will be given.

Make your reservations as soon as possible for these events by calling the Elex office at 428-3240.

Five-minute siren signals tornado warning procedure

Fort Wayne GE employees are reminded of tornado procedures for their work areas.

A continuous five-minute Civil Defense siren is the tornado warning signal at both plant locations. Signals are located on top of Building 4-6 at Broadway and the Power House at Taylor Street.

If the tornado warning signal is sounded, employees should observe the following rules:

- Seek cover inside the buildings.
- Shut off equipment.
- Go to the center of the lowest possible floor of the building, but not in the basement.
- Stay away from exterior walls and windows.
- Assume a position that will protect your neck and head.

According to Dan Moore, manager

of plant protection and security, the signal is activated if a warning is issued by the National Weather Service.

A signal blast of the siren lasting 30 seconds is the all-clear signal. Since tornado danger can last any length of time, employees should remain in a protected area until they hear the signal.

Moore said Civil Defense officials are now advising people to stay away from and not open windows during a tornado warning. He said many people have been injured while opening a window. He also said the force from a tornado often blows debris through windows, causing them to break out.

Finally, Moore said the Civil Defense advises persons in vehicles not to attempt to "outrun" tornadoes. It is better to leave the vehicle and seek shelter in a depressed area in the ground.

Elex members invited to run for office

Would you be a 1988 Elex officer? Members are invited to submit their name for election for the offices of president, first/second vice president, secretary, trustees and directors. Call 428-3240.

— Correction —

Last week the GE News incorrectly reported that Raymond Duff retired with 45 years of service. Duff worked at GE 46 years.

Adlets

RIDE WANTED

ST. JOE, IN TO BDWY, 7-3:30 p.m., Ext. 3646. 1-337-5258.

FOR SALE

'73 LEMANS SPORT COUPE, 350, 3 spd., good cond. 485-7160.

GREENLAWN GRAVE LOTS, 4, nice location, \$1,000. 447-2280.

TIRES ON RIMS: 2, B78-13; 5, 195/75R14; P205/75R15. 747-5487.

UTAH 40W SPEAKERS; Marantz 220W amp. 485-1898.

GARDEN OF MEMORY LOTS, 2, Hymn section. 1-356-5703.

JACKETS, summer/winter, lge sz.; short slv sport shirts, lge sz. 485-8431.

CURIO CABINET, solid wood, three dwrs, glass top & bottom, A-1 cond., cost \$675, sell for \$300. 456-8412.

STEEL DRUMS, 10, 55 gal., ex. cond., best offer, aft. 6 p.m. 432-6236.

MAJESTIC GRILL UNIT & BRICKS for back yard BBQ. 744-2405.

'74 NOVA 350, \$600 or best offer, aft. 5:30 p.m. 426-7601.

SOLID OAK FIVE-LEG DROP LEAF TABLE w-3 lvs. opens to 85" 749-2494.

SWIVEL ROCKER, bge, like new, \$75. 489-5144.

TWO STORY HOME, NW suburban location, 5 bdrms, 2 car garg, sidewalks, street lights, \$59,000. 489-3386.

'77 CHEV. CAPRICE THREE-SEAT WAGON, 80,000 miles, 350, V8, ps, pb. 747-5461.

DOVES, wht, \$6 each, \$10/pair. 489-3998.

LAKE LOT ON SMALLY LAKE, Noble County. 1-244-3776.

'76 PLYMOUTH VALIANT, needs mtr, body & trans. OK, \$150. 1-758-2035.

EXERCISE BIKE; luggage, attache case, stop watch. 747-5154.

14' DUO BOAT w-60 HP '82 Johnson OB, trlr & cover, \$2,800. 432-9333.

DOUBLE HUNG WOODEN WINDOWS, storms & screens w-rods & drps, 2; flower pots. 749-9009.

CAR TOP CARRIER, good cond, \$20. 456-5532.

'78 MONZA, V8. 456-1471.

SERVICE

LIVE MUSIC - top 40, rock, DJ, very reas. price. 639-6813.

INCOME TAX PREPARATION, reasonable rates. 486-7441.

PHOTOGRAPHY FOR WEDDINGS, portraits, special occasions. 486-3080.

SWEETCAKES THE MAGIC CLOWN SHOW - all ages & special events, also gorilla & rabbit. 745-1545.

COUNTRY-ROCK MUSIC for all occasions. 489-3704.

TYPING - professional quality typing/word processing. 637-2702.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Bowling scores

Friday Nite Ladies - 3/20

Janie Anderson (158-217-165) 540

Donna Hettinger 502

Gertie Jones (224) 512)

GE Office - 3/23

Bill Copeland 225

Dave Bradford 225

Don Widek 223

Ray Franklin 215

Dave Rodewald 215

Jerry Gottschalk 213

Charles Palmer 212

George Ray 211

Elex calendar

Apr. 8 Pen-El, 11:30 a.m., Bethany Church.

8 Cake class cancelled

15 Painting Class, Bldg. 18-1 Conference Room.

16 Bosses' Luncheon, 2nd shift, Lesters.

16 Bosses' Night, Goeglein's

21 Partizan Mtg., 11:30 a.m., MCL Cafeteria, Southtown Mall

22 El-Par Meeting

23 Quilting Class begins

24 Quintus, 1 p.m., Georgetown Library, E. State St.

27 Honorettes, 1 p.m., Salem United Church

28 ELEX Exec. Bd. Mtg., 4:45 p.m., Elex Office.

28 ELEX Exec. Comm. Mtg, 7:30 p.m., GE Club, upstairs.

May 1-31 Membership Drive

6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.

11 Mother/Daughter Banquet, 4:45 p.m., GE Club.

13 Pen-El, 11:30 a.m., Amish Farm, Grabill.

15 El-Par Installation Banquet

18 Honorettes, 12 noon, Salem United Methodist Church.

19 Partizan Installation of Officers, 12 Noon, Halls Guest House

20 El-Par Meeting

22 Quintus Meeting

Jun. 1 Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only

In memory

Harry L. Kellogg, Spokane, Wash., died Mar. 16. He retired from GE in 1975.

Carl P. Snyder, 7014 Bradbury Ave., died Mar. 19. He retired from GE in 1971.

Elizabeth M. Stabler, 639 Runnion Ave.,

died Mar. 19. She retired from GE in 1968.

William H. Irwin, Wolcottville, died Mar. 21. He retired from GE in 1967.

Harold D. Drage, 4901 Fairington Dr., died Mar. 23. He retired from GE in 1972.

* ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted

☐ Wanted ☐ Riders Wanted

☐ For Rent* ☐ Lost

☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Visit the Building 21 branch



FORT WAYNE NATIONAL that's my BANK



Paul Van Orden, GE executive vice-president, presents John Earlywine with an award for his contributions to customer service.

Earlywine receives award from Corporate Executive Office

John Earlywine, Motor manager of Customer Service Support, recently received a management award from the Corporate Executive Office in recognition of his outstanding contributions to the ongoing, Company-wide customer service program.

Susan M. Beauregard, manager, GE customer service programs, said Earlywine has consistently been an enthusiastic leader at all Task Force meetings. He lead several multi-business teams in addressing shared problems.

Most recently, he has been working on the development of an inter-business, electronic quotation development system and has agreed to pilot the new system in the Motor Business.

Asked why he has dedicated himself to customer service, Earlywine answered, "Businesses that listen to customers and effectively satisfy their needs always win.

"Our Customer Service Challenge

is to clearly communicate customer need so everyone in the business can effectively contribute.

"Team effort pays off in customer satisfaction and increased sales. Other GE businesses on the Customer Service Task Force now recognize the Motor Business as a leader. We must keep improving to maintain our position."

Softball meeting to be held

Softball team managers are asked to attend an informational meeting on Tuesday, April 7 in the GE Club.

Anyone interested in forming a team should contact Larry Johnson on 434-5680 or Mike Moody, 434-5137.

Clip and save

Clip and save

GE BENEFITS DIRECTORY

Employee Relations Contacts:

Motor Manufacturing

Broadway Motor Production . . . John Peirce, 3648/4582
Broadway Area Services

Motor Manufacturing

Building 19 hourly Dan Alspach, 3236
Building 8 hourly
Taylor Street model shop

Motor Manufacturing

Section 14 John Peirce, 4582
Taylor Street Area Services
Taylor Street Power House

Motor Finance

Finance, Relations, Legal Fred Eckart, 3238

Motor Marketing

Marketing Jeanne Smith, 3654

Motor Technology

Technology salaried Fred Eckart, 3238
or Cal Keys, 3656

Wire Mill & Transportation

Wire Mill Dan Alspach, 3236
Transportation

Components Sales

CSD Pat Harris, 3335
or Jeanne Smith, 3654

Specialty Transformer

STO exempt salaried John Pcolinski, 2442
STO hourly and nonexempt Mearv Ruhl, 2916
or Sharon Bynum, 2915

ACSD

ACSD exempt and Janet Laing, 434-5131
nonexempt salaried or Sandra Herbold, 434-5136
ACSD hourly Ed Stratton, 434-5132
or Sandra Herbold, 434-5136

For more specific benefits assistance:

Employees in Motor and Transformer businesses in Fort Wayne who need more specific benefits information should contact the following experts for each of the plans. ACSD people should contact their employee relations representative listed above.

GE Insurance Plans

Medical Claims - Call the Connecticut General '800' number listed on claim forms. If satisfaction is not received, contact the employee relations representative listed above.
Weekly Sickness and Accident Linda Hilton, 3871, 18-1
Personal Accident Insurance, Long Term Disability, Dependent Life Insurance Kathy Miller, 3265, 18-1
Life & Dismemberment Insurance Information & Claims Processing Margie Guinn, 3262, 18-1

Additional Life Insurance (Exempts) Homer Jennings, 3260, 18-1
Personal Excess Liability Insurance (Exempts) Doyt Schaadt, 3234, 18-1

Dental Assistance Plan

STD Sharon Bynum, 2915 or Mearv Ruhl, 2916
Group/Division Staff Operations Bernita Stevens, 3021, 18-1
CSD Pat Harris, 3335, 18-5
All other operations See Employee Relations representative listed above.

Product Purchase Plan

Motor and Transformer employees Loretta Jones, information 3266, 18-1
Send completed applications to Fort Wayne National Bank, Bldg. 21 branch
ACSD employees see any secretary.

Investment Plans

Savings & Security Program (S&SP), Vacation Banking, Retirement Option Account, Deferred Pay Account, Regular Savings Walt Nielsen, 3268, 18-1
Employee Stock Ownership Plan (ESOP) Doyt Schaadt, 3234, 18-1

Pension Plan - Employees

General Sharon Harter, 3261 or Homer Jennings, 3260, 18-1
Pension Service Restoration, service terminations other than retirements Ruth Woehner, 3264, 18-1

Other Benefit Plans

Emergency Aid Plan, Vacation, Holiday, Educational Assistance, Sick and Personal Business Pay, Salary Continuance, Suggestion Plan, Military Service, Jury Duty, Death in Family Pay, Guaranteed Educational Loan Program, Employee Educational Loan Program See your Employee Relations representative listed above.



General Electric News

APRIL 9, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 14

Steering Committee combines union, management leadership



Phil Stackhouse, Taylor Street IUE representative, shares information with Claude Sparks, Broadway production manager, concerning Section 14's progress toward implementing the Self-Directed Workforce concept.

Members of the Steering Committee discuss Self-Directed Workforce issues which need attention in Fort Wayne Manufacturing operations. Shown (around from left) are John Pinnington, Jim Webber, John Peirce, Ron Fee, Scott Ernst, Ron King, Mike Bullemeyer, and Jim Schmitt.

Every Tuesday morning at 7 a.m., a "Steering Committee" of elected union officials and managers of the Broadway and Taylor Street plants meets to discuss issues related to direction of the Self-Directed Workforce.

The committee was formed in the early stages of SDW as a forum where union and management could together look toward the future, away from day-to-day bargaining issues. Those issues are still dealt with using traditional procedures, but not in the

Steering Committee. Meeting every week allows the committee to keep a strong focus on changing the culture of Manufacturing operations.

The committee discusses issues ranging from communication to the pace of change at Broadway and Taylor Street. It was responsible for setting up and recruiting volunteers for issue teams. These teams meet periodically to address specific concerns in the plants.

Many times issue teams seek assist-

ance from the steering committee on matters that they are unable to resolve themselves. The committee also serves as a resource for work-teams that ask for assistance.

Recently the committee conducted business review meetings designed to explain the business situation to manufacturing employees and give them an update on the Self-Directed Workforce.

Members of the committee are Mike

Bullemeyer, Local 901 crafts representative; Scott Ernst, production facilitator; Ron Fee, Broadway Local 901 representative; Ron King, Local 901 assistant business agent; John Peirce, plant relations manager; John Pinnington, Taylor Street production manager; Jim Schmitt, Lodge 70 president; Claude Sparks, Broadway production manager; Phil Stackhouse, Local 901 Taylor Street Section 14 representative; and Jim Webber, maintenance manager.

'87 marks two milestones giving pensioners special edge

The year 1987 marks two milestones in the history of GE pensions—milestones significant for GE employees and retirees.

Milestone I: 75 years ago, in 1912, GE established its first pension plan. It came years before other companies gave consideration to employee pensions, and those years provided experience that helps make GE pensions among the most secure. Most companies did not offer pension plans until after World War II.

Milestone II: 60 years ago, in 1927, the GE Pension Trust was founded. It provides for sound financing of funds for GE pensions.

Steady improvements

GE's pension benefits have undergone steady improvement since the first plan of 1912, building on years of experience in providing pension benefits and managing pension funds.

The creation of the Pension Trust in 1927 was one of those improvements.

"GE was one of the first companies to establish a separate trust fund. It was created to assure that pensions would be paid when they came due," says Tom Burns, GE's manager of employee benefits.

"At the end of 1986, the Trust had

projected-benefit obligations of nearly \$12 billion, and a market-related value of more than \$13 billion," Burns reports.

Growing obligations

"The amount in the Trust is large. It has to be large in order to pay pensions owed to current retirees and to provide funds for the future pensions being earned by employees still working," Burns said.

"GE's Pension Trust follows sound funding practices which reflect its substantial long-term obligations."

Those obligations grow steadily with

the increasing number of retirees. Pension benefit improvements such as the 1986 update for career-average pensions and this January's increase in the table of guaranteed pensions also add to the Trust's obligations.

Last year the Trust paid \$579 million in benefits to 120,000 people, including GE pensioners and survivors of pensioners and employees. There are another 213,000 current employees plus 67,000 vestees who have or will have rights to benefit payments in the future.

The GE retiree family has increased 50% since 1983 when there were 80,000 on the pension rolls.

Fort Wayne Fine Arts Foundation provides year-round excitement for area residents

During the next two weeks, the GE News will provide a donation form for employees who would like to contribute to the Fort Wayne Fine Arts Foundation.

Every day, year 'round, the arts create excitement in Fort Wayne.

For more than three decades, the Fort Wayne Fine Arts Foundation has dedicated its efforts toward the development of the city's cultural environment. Through its annual Fine Arts Fund Drive, begun in 1959, necessary operating support is provided for seven Regular-member organizations: the Philharmonic, Museum of Art, Historical Society, Ballet, Civic Theatre, Youtheatre and Cinema Center.

- **The highly acclaimed Philharmonic** attracts audiences of more than 100,000 to its performances each year. In addition, touring Philharmonic ensembles present more than 600 special programs each year in schools and health-care facilities. Every May, some 5,000 fifth graders from Allen, Blackford and Huntington Counties arrive by busloads to enjoy Philharmonic Young People's Concerts at the Embassy Theatre.

- **The Fort Wayne Museum of Art** offers between 25 and 30 exhibitions each year which can be enjoyed by all free of charge. Annually more than 6,000 area school children participate in special arts-in-education programs developed by Museum staff. The Museum has also made available the National Gallery of Art Program for lending films, videos and slides to area schools, churches and community groups.

- **The Civic Theatre** has been delighting audiences for almost six decades with fine community theatre performances that range from the best in musical comedy and drama to "the Bard" himself. A permanent resident of the Performing Arts Center, the Civic depends on a large volunteer base to continue offering its appealing programming at extremely reasonable ticket prices.

- **The Youtheatre**, also a resident of the Performing Arts Center, offers



excellent theatre training and performance opportunities to 500 area children each year. Through its Young Writers Series, Youtheatre encourages the participation of budding school-age writers and also offers college tuition for talented young people.

- **The ballet** is housed in a Fine Arts Foundation-owned building on Penn Avenue which has been heralded as one of the finest dance facilities in the nation. At the Ballet Academy, children from throughout the region are able to receive quality dance training

at reasonable tuition rates. A special performance favorite is the ballet's annual production of "The Nutcracker."

- **In the Historical Museum**, area development can be traced from the Ice Age to present day. Two fascinating new permanent exhibitions feature black history in the area and the old jail and police gallery.

- **Historic Fort Wayne's** realistic view of history through actual creation of Whistler's Fort of 1816, is inhabited by people who portray residents of the original stockade. The Old

Fort is acknowledged as one of the best re-creations of history in the United States and attracts more than 85,000 local, national and international visitors annually.

- **Thanks to the Cinema Center**, residents can see the best in first-run foreign, independent and classic films. From Bogart and Gable to the unique genius of Woody Allen and James Ivory, Cinema Center screens movies not otherwise seen in the Fort Wayne area.

In addition to funding Fort Wayne's seven major cultural organizations, the Fine Arts Foundation is continuing its mission of nurturing all cultural agencies through providing needed management services, technical assistance and grants. Its umbrella now shelters 36 organizations. The annual Fine Arts Fund Drive makes it possible for the Foundation to supply this ongoing support and provide a pool of money for project grants which are available to Associate members.

Making a city great is a fine art, but making a city great also requires the fine arts. In Fort Wayne, the decision is unanimous. And with your support, the arts will continue to work for everyone.

**FORT WAYNE
FINE ARTS
FOUNDATION**
1987 Fine Arts Fund Drive

114 East Superior Street
Fort Wayne, Indiana 46802-1289
(219) 424-0646

(Please print)

Name _____

Address _____ Telephone () _____

City _____ State _____ Zip _____

I (We) will contribute \$ _____ to this year's campaign.

☐ Amount enclosed \$ _____

☐ Automatic monthly checking account deduction (see instructions below)

☐ Please charge: ☐ VISA ☐ MasterCard # _____ Exp. Date _____

Name of employer _____

Signature _____ Date _____

For checking account withdrawals:

I (We) hereby authorize the Fort Wayne Fine Arts Foundation to initiate debit entries to my (our) checking account. These debits will be entered the 15th of each month in the amount of \$ _____ beginning _____ (month) and ending _____ (month).

Please enclose a voided check so the financial institution will have the proper account numbers.

Make It Unanimous

The Fort Wayne Fine Arts Foundation thanks you for making it unanimous!

1987 RECOGNITION CATEGORIES

Chairman	\$ 100,000 +	up
Leader	\$ 50,000 -	99,999
Pacesetter	\$ 20,000 -	49,999
Partner	\$ 10,000 -	19,999
Benefactor	\$ 5,000 -	9,999
Patron	\$ 2,500 -	4,999
Sustainer	\$ 1,000 -	2,499
Associate	\$ 500 -	999
Donor	\$ 100 -	499
Contributor	\$ 50 -	99
Supporter	\$ 25 -	49

☐ Please do not use my (our) name in recognition lists.

☐ I am interested in volunteer work for the arts.

GE baseball star makes Hall of Fame

Merle Shively, the right-hander who limited the National League's Boston Braves to just two runs in a 1947 exhibition game at Fort Wayne against the Michigan-Indiana Semipro League's General Electric Club, becomes a member of the Fort Wayne Baseball Hall of Fame on April 24.

Shively limited Boston (which later moved to Milwaukee, then to Atlanta) in five innings, before relievers came on and the Braves went on to win 3-2 over GE. He had joined GE after striking out 23 batters for Warsaw in the Federation League earlier in 1947.

Tickets for the Hall of Fame dinner, which starts at 6 p.m. at Goeglein's on Maysville Rd., can be reserved by calling 475-7063 or 456-3271.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

National Science & Technology Week focuses on competitiveness, quality of life

Special activities in every state in the nation are commemorating National Science & Technology Week '87—April 5-11—to make the public more aware of science and technology. Sponsored by the National Science Foundation with corporate support, including the GE Foundation, the observances encourage young people to view science and technology as exciting areas of study and future careers.

National Science & Technology Week activities are aimed at increasing awareness of the vital role of science and science education in improving the nation's economic competitiveness and the quality of life of its citizens. In

Schenectady, N.Y., for example, some 250 science and math teachers from 40 local middle and high schools were invited to attend a "technology update seminar" on April 7 at the GE Research and Development Center.

The seminar, co-sponsored by the GE Elfun Society, had as its theme: "Technology for Productivity in Industry." It provided an opportunity for teachers to become acquainted with applications of math and science in a "real world" environment. A panel of R&D Center scientists and engineers discussed the work they are doing to improve industrial productivity across the board—in the lab as well as in the factory.

Golf scramble

The GE Golf League Spring Florida Scramble is scheduled for 8 a.m. on May 16 at the Brookwood Golf Course.

To sign up for the scramble, team captains should fill out the form below and send it along with \$10 to Marv LaRue, ACSD, Taylor Street, before May 6. Tee times will be announced at a later date.

The Spring Scramble will consist of four-man teams playing the best ball using the same rules as in past years.

Prizes for team play, longest drive and closest to the pin will be awarded.

Entry Form - May 16 Florida Scramble at Brookwood Golf Course

	Players name	9 hole ave. score (not handicap)
1.		
2.		
3.		
4.		

Team capt. phone # _____

Entry fee is \$10 per team. Send fee and form to Marv LaRue, ACSD, Taylor Street. For more information, call 434-5245.

NEWSLINE

GE Glass Plant to be phased out

CLEVELAND—GE's Pitney Glass Plant, which has been operating at less than 50% capacity, will be phased out by December. The plant manufactures glass bulbs for incandescent lamps.

Its glass-blowing and coating functions will be consolidated with those at GE's Lexington (Ky.) Glass Plant. A specialty production unit will remain in Cleveland and be assigned to the Euclid Lamp Plant.

The Pitney plant employs about 200 people. About 20 are expected to stay with the specialty unit. Other employees will be eligible for benefits under plant-closing provisions of GE's Job & Income Security Plan, including preferential-hiring status at certain GE locations within 250 miles.

Reservations still available for Elex Chicago trip

There are still places available for anyone who would like to go to Chicago with the Elex Club May 9.

Participants will visit Water Tower Place and then go to the Chicago Theatre to see "Steve and Eydie." Two Summit Coaches have been reserved and 92 tickets have been reserved for the theatre.

The bus will leave on Saturday

at noon. The cost is \$47 for members and \$49 for non-members. This price includes the theatre tickets and bus transportation. Checks are to be made payable to L&L Travel.

Reservations are being accepted through the middle of April and may be made by calling the Elex office, 428-3240.

Motor / Generator reunion scheduled

The 29th annual Motor and Generator reunion will be held April 25 at Local 901 Union Hall.

Doors will open at 3 p.m. and dinner will be served at 5 p.m. A donation of \$3 per person is requested and spouses are welcome.

Adlets

RIDE WANTED

ST. JOE, IN, TO BDWY, 7-3:30 p.m., Ext. 3646. 1-337-5258.

FOR SALE

'77 CHEV. CAPRICE, three seat wagon, 81,000 miles, 350, V8, ps, pb, tlt, power wind/locks. 747-5461.

'74 FORD VAN, 6 cyl., 3 spd., runs good, 86,000 miles., \$500. 447-5789.
'78 CHEV. CAPRICE, 4 dr., ps, pb, air, cruise, 48,000 miles, \$1,700. 625-3877.
'78 SUZUKI GS 400, new rear tire, chain, battery & more. 485-0825.
GRAVELY 30" RIDING LAWN MOWER, \$200. 483-2027.
MARK V SHOPSMITH, Mdl 500, used once, numerous accessories. 489-5670.
WEDDING DRESS, wht, sz. 13, med. train, good cond., lace trimmed. 447-9285.
'82 YAMAHA MAXIMS, 750CC, shaft drv, spoke whls, low miles, header, \$1,600 or best offer. 447-7332.
50 GAL. ELECTRIC STATE WATER HEATER, 3 yrs. old. 456-1686.

ROTOR TILLER for gardens, call eves. 489-4796.
14' DUO BOAT w-60 HP Johnson O.B., trlr & cover, \$2,800. 432-9333.
'73 LEMANS SPORT COUPE, 350, 3 spd., good condition. 485-7160.
'77 COACHMAN CADET, 20' awning, 4 eaze-lift jacks, ex. cond., \$3,500. 1-897-2813.
DELUXE WHEELCHAIR, A-1 cond., ltweight, racing capable, ex. buy at \$400. 485-6635.
RV LOT & 35' COUNTRY AIRE TRAVEL TRAILER, full hook-up. 484-2888.
GE FREEZER. chest type. 625-4189.
9.5 HP JOHNSON OUTBOARD MOTOR, ex. cond., low hours, \$550. 627-2597.
ANTIQUE IRON BEDS, full sz. w-springs, good condition. 422-3805.
'76 BUICK SKYLARK, V8, \$400. 749-0787.
WINDOWS, 9, wood frmes, alum. storms; ext. door, A-1 cond. 749-4236.
DELUXE SUNBEAM MIXMASTER w-beaters, dough hooks, recipe bk, svc./care manuals, orig. box. 1-854-3443.
WHEELCHAIR, 1 yr. old, \$175. 436-2933.
SEARS 85 GAL. CAPTIVE AIR TANK for well, used 6 mos., \$150. 483-2027.
DIAMOND SOLITAIRE ENGAGEMENT RING, .63 carat, sz. 5. 436-2320.

OLD ISSUES OF NATIONAL GEOGRAPHIC. 486-4529.
MOBILE HOME LOT for 14'x70' mobile home, to rent or buy on contract. 625-4075.

Elex calendar

- Apr. 15 Painting Class, Bldg. 18-1 Conference Room.
16 Bosses' Luncheon, 2nd shift, Lesters.
16 Bosses' Night, Goeglein's
21 Partizan Mtg., 11:30 a.m., MCL Cafeteria, Southtown Mall
22 El-Par Meeting
23 Quilting Class begins
24 Quintus, 1 p.m., Georgetown Library, E. State St.
27 Honorettes, 1 p.m., Salem United Church
28 Elex Exec. Bd. Mtg., 4:45 p.m. Elex Office.
28 Elex Exec. Comm. Mtg, 7:30 p.m., GE Club, upstairs.

- May 1-31 Membership Drive
6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
9 Chicago trip, bus leaves Saturday noon.
11 Mother/Daughter Banquet, 4:45 p.m., GE Club.
13 Pen-El, 11:30 a.m., Amish Farm, Grabill.
15 El-Par Installation Banquet
18 Honorettes, 12 Noon, Salem United Church
19 Partizan Installation of Officers, 12 Noon, Halls Guest House
20 El-Par Meeting
22 Quintus Meeting

- Jun. 1 Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only

The phone number listed March 26 for Ray Fischbach, GE Club Manager, should have read 432-2953.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
DEPENDABLE BOAT & MOTOR on good fishing lake. 432-5858.

FOR RENT

FLORIDA COTTAGE at Englewood, near gulf beaches, golf courses, furn., reas. rates, avail. 5/17-6/6. 486-5031.
LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates avail. mid-April thru Nov. 485-4264.

SERVICE

CONCRETE CONSTRUCTION - repair/replace. 456-1187.
INCOME TAX PREPARATION, reasonable. rates. 486-7441.
CONTINUOUS GUTTER & SIDING, free estimate. 627-2429.
ROOFING - repair/renew, free estimate. 747-5531.
SWEETCAKES THE MAGIC CLOWN SHOW - all ages & special events; gorilla & rabbit, too. 745-1545.
EXPERT PAINTING - experienced, free estimate. 432-3305.

Visit the Building 21 branch

FORT WAYNE NATIONAL BANK

that's my BANK

Bowling scores

Apparatus League - 4/2	
Steve Scherer (624)	222
Walt Nielsen	241
Jim Teusch	222/210
Tom Roberts	221
Roland Maxwell	219
Lee Schnepf	214
Craig Filler	213
Mike Ayres	211

* ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

What you might not know about effective exercise

The following is the beginning of a series of questions and answers about exercise. They are excerpts from a Metropolitan Life Insurance Co. publication.

Q. I've heard a lot about aerobic, anerobic, isometric and isotonic exercise. Could you give me a brief description of each?

A. Aerobic exercises are the more vigorous types of activity designed to improve the organs and systems which help the body to process oxygen -the heart, lungs and blood vessels. These exercises, which include running, jogging, bicycle riding and swimming, help your lungs to process more air with less effort. This in turn strengthens your heart and increases your endurance capacity. The key to aerobic exercise is continuous activity without rest periods. It is often referred to as long-slow-distance activity.

Anerobic exercise includes activity of short, intense duration followed by a period of recovery. Such activities as tennis, handball, and sprinting are examples of anerobic exercise. These activities require a sudden and high demand on the heart and lungs.

Isometric exercises are strength-building activities which involve no actual movement. This kind of exercise is accompanied by pitting muscle groups against one another or against unyielding objects. This is usually done for a period of 10 to 15 seconds at maximum effort. Due to the limited movement, isometrics provide little functional strength development and in some cases, may limit joint range motion. Furthermore, many doctors believe that elevation in thoracic pressure may cause dizziness and fainting in some individuals. Isomet-

ric activity may be harmful to some individuals and is not recommended by the President's Council on Physical Fitness and Sports.

Isotonic exercises are strength-building exercises which require using muscles through a full range of motion. Such activities as weight lifting, push-ups, sit-ups, and pull-ups are all examples of isotonic exercises. This kind of strength work is important in maintaining muscle mass, body portions and sound posture.

Q. I'm thinking of joining a health club that has group exercise sessions. Do I need a medical checkup first?

A. Before beginning any strenuous exercise program it is advisable to have a checkup. This is especially true if you are over 35, if you have not had a physical examination during the past year, if you are overweight, or if you have a history of high blood pressure or heart trouble.

Q. I'm about 20 pounds overweight but have been reluctant to start exercising because I've been told by friends that I'd have to walk countless miles to "burn up" one pound of fat. Is this true?

A. Weight is the net result of calories taken in compared with those used up in exercise or in maintaining the body structure. The calories taken in can be reduced only so far: many people feel uncomfortable on diets below 1,200 calories. Exercise, however, is a variable that can be increased greatly, so try to choose an exercise that you will enjoy in order to avoid boredom. Vigorous exercise permits weight loss while eating a satisfying

diet and also helps maintain muscle mass. The atrophy of muscles from disuse is a key factor in creeping obesity. Contrary to what many believe, studies show that regular exercise does not stimulate appetite.

Q. I sit at a desk all day, yet seem to be tired all the time. Would exercise help me?

A. While there are many reasons for chronic fatigue, such as organic or mental conditions requiring medical treatment, simple, uncomplicated fatigue that comes at the end of a physically inactive day can be dispelled with exercise. While it takes willpower to start exercising when you feel tired, you will find that physical activity is one of the best cures for chronic fatigue. By choosing an exercise or sport that is appropriate for your age and capabilities and continuing it on a regular basis, you will look better, feel better, have better muscle tone and flexibility, and experience a new surge of energy. In addition, medical research shows that active persons have fewer fatal heart attacks than sedentary persons, and if they do suffer attacks, they recover more readily.

Q. I have heard that the best type of exercise for an adult is one that "trains your heart." What exactly does this mean and how can it be accomplished?

A. The heart, like any other muscle, becomes stronger the more you exercise it. A strong heart doesn't have to beat as often to do its work, and pumps more blood with each beat. When doctors refer to exercise that trains your heart, they mean any type of aerobic exercise that elevates your pulse to an appropriate level for at least 30 min-



utes of continuous activity three or more times per week. To determine the best working pulse rate for you, it is best to consult your physician. Many experts believe that 120 beats per minute is an adequate rate for an adult just beginning. This rate will vary depending on a variety of factors, including your condition, age, sex and body rate.

Any sport or activity that does not elevate heart rate and respiration as described above may not be training your heart and lungs.

WalkAmerica offers chance to exercise, fight birth defects

It's the biggest "ATHON" of them all, and it's happening all across America April 25 and 26. It's the annual March of Dimes WalkAmerica, a mammoth fund-raising event in which more than a million Americans will put on their walking shoes to raise money to fight birth defects.

1,000 citizens of Fort Wayne are expected to turn out for registration at 8 a.m. with the 30-kilometer walk beginning at 9 a.m. at Turner's Athletic Club in Johnny Appleseed Park.

Birth defects are this country's number one child health problem, striking 250,000 babies every year. Money collected from Walk pledges will assist March of Dimes programs for research, medical services and education.

Here in the Fort Wayne area funds will be used to support such programs as nursing conferences, school programs, grants to hospitals and clinics and grants for equipment needed in medical facilities.

The March of Dimes hopes that the citizens of Fort Wayne will either walk or sponsor walkers to help us give future children the healthiest possible start in life. To participate pick up a pledge form from any local Rax Restaurant, or call 482-4201.

June 29 is filing due date for insurance claims

"To be sure of receiving payment for 1986 expenses covered under GE's Comprehensive Medical Expense Insurance and the Dental Assistance Plan, claims must be submitted by June 29," says Homer Jennings, manager of benefits.

Jennings said the June 29 date applies to both the Connecticut General Plan and Preferred Care of Indiana.

"The June 29 deadline gives everyone plenty of time to file claims for 1986 expenses," he said. "Our medical and dental expense coverage is among the best in the industry. We can make sure of receiving

our benefits by not being late in filing."

Broadway Motor Business employees may pick up claim forms from a supervisor or the Personnel Accounting office, Building 18-1. Forms are also available in the Section 14 planning (technical support) office. Transformer employees should obtain forms from a supervisor and/or the Relations office, Building 26-2. And ACSO employees may get forms from any secretary.

Properly completed claim forms, along with medical statements, should be sent to the proper address listed on the form.

Elwood's has good deals on GE replacement motors

Employees can buy GE replacement motors at a discount price at Elwood's TV and Appliance. GE has made a special discount arrangement with Elwood's, which is located in Waynedale.

According to Mike Elwood, employ-

ees can usually pick up their motor the same day, or they may choose to have the motor shipped directly to their home.

Thanks to "The Facts" communication team at Taylor Street for this useful tip.

BULK RATE
U.S. POSTAGE
PAID

FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE, IN 46801



General Electric News

APRIL 16, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 15

GENERAL PERIODICALS
NON-CIRCULATING

After more than 35 years in STO

Cost Improvement Program going strong

Many programs come and go. But Specialty Transformer's Cost Improvement Program has been in place for more than 35 years.

"The Cost Improvement Program is part of life around here," says Dan Hap, this year's program chairman.

Like the Suggestion Program for production employees, the CI program is designed to recognize exempt employees for their efforts to cut costs.

Each participant is assigned to a team representing his or her area. Every team member is responsible for finding ways to reduce cost.

A Finance representative on the team compiles individual accomplishments and submits a monthly cost-improvement report to the program chairman. The chairman, then, publishes a monthly update on the program's progress overall.

Annually the teams submit a variety of ideas which result in millions of dollars in savings. Some ideas, such as product redesigns, yield huge savings. Others, such as conversions of obsolete materials, yield smaller savings.

"The charm of this program is that we see both the large and small hits. The small hits, which might otherwise be overlooked, add up to a significant savings," Hap noted.

Program themes

The Cost Improvement Program takes on a new theme each year. This year's theme is "Cost Improvement Private Investigator." Past themes include "Sights on Savings," "Explorer," "Magic" and "Cost Revolution."

"The themes keep our program interesting from year to year. The ob-

'I think the key to our success with this program is that we've added a little fun to a very serious issue. That helps motivate people to take part in our cost-improvement efforts.'

jective—reducing costs—is always the same, but the approach is always fresh," said Hap.

"I think the key to our success with this program is that we've added a little fun to a very serious issue. That helps motivate people to take part in our cost-improvement efforts."

Prizes are another means of motivating participants. Cash awards are given at the end of the year and theme awards are given throughout the year. Theme awards range from neckties to T-shirts to pen sets.

Maintaining cost position

Hap says the Cost-Improvement Program is extremely valuable to STO's Transformer and Power Supply operations in today's marketplace.

"Although we don't have competition from the Far East, we do face severe cost pressures from our domes-

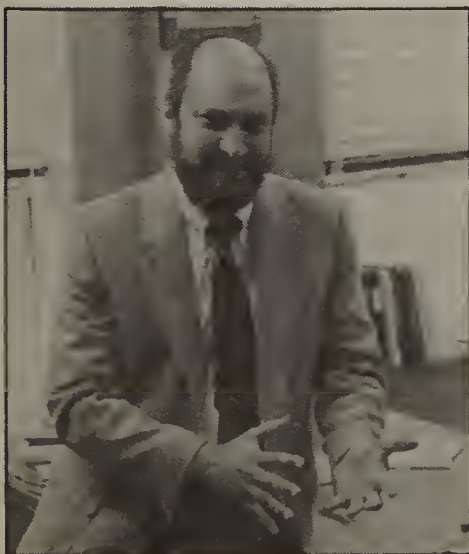


Dan Hap, 1987 Cost-Improvement Program chairman, displays the logo for this year's theme, "Cost-Improvement Private Investigator."

tic competitors. And there is nothing to stop Far East manufacturers from entering our industry the same as they have other GE industries," Hap said.

"By continually reducing our costs we hope to discourage them from doing so. Or if they do enter our marketplace, we want to be prepared to compete with them."

Roy Whitehead is new EAP backup counselor



Roy Whitehead of Park Center, Inc., was recently appointed backup counselor for the Employee Assistance Program.

Whitehead will counsel employees when EAP Counselor Dag Arnold is not available or when assistance is needed. He will also assist Arnold with stress-management seminars.

He has 14 years of experience in the mental health field. Prior to that he was in personnel with GM, Chrysler and General Tire, and a production worker at Delco.

Employees who need EAP services should call Ext. 3671.

Taylor Street Bloodmobile set

Employees will once again have the opportunity to share the gift of life by donating blood at the Red Cross Bloodmobile.

The next Bloodmobile is scheduled

for Wednesday, April 22, at Taylor Street. Those who haven't yet turned in a form may reserve a time to visit the Bloodmobile by calling Luana Oehlaffen on Ext. 3659.

Here's March's S&SP report

Here are the prices used to credit Savings & Security Program accounts in March.

GE stock, \$106.943; S&S Mutual Fund, \$40.189; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund \$11.80.

Year-to-date annual income rate for the HP Fund was 13.1% for '84 investments, 12.6% for '85, 10.6% for '86, and 8.6% for '87.

LT Fund's YTD annual reinvestment income rate was 8.2%; and for the Money Market Fund 6.3%.

Fine Arts Fund Drive helps Foundation bring culture

Is your child one of more than 75,000 children who have attended arts-in-education programs presented by local arts and humanities organizations? Has your family been enriched by the Ballet, Youtheatre, Historical Museum, Historic Fort Wayne, Museum of Art, Civic Theatre or the Cinema Center?

All of this and more is made available to citizens of Fort Wayne thanks to the Fine Arts Foundation. But public demand for this type of programming sometimes stretches resources to the limit.

You may help preserve the cultural vein of the Fort Wayne area by donating to this year's Fine Arts Fund Drive.

Your gift will result in a gift from the Fine Arts Foundation. All contributors will receive the Fine Arts Foundation's new quarterly newsletter/calendar. Contributors of \$35 or more will receive a new Arts Saver Book of money-saving coupons which may be used for an exciting variety of arts and entertainment activities.

Contributors of \$75 or more will receive the Arts Saver Book plus a free one-year subscription to one of

the world's finest arts/travel/entertainment publications, *Horizon Magazine of the Arts*.

Contributors of \$100 or more will

receive the Arts Saver Book, The *Horizon Magazine* subscription and a Fort Wayne Fine Arts Foundation umbrella.

Contributions may also be made through automatic monthly checking account deductions.

FORT WAYNE FINE ARTS FOUNDATION

114 East Superior Street
Fort Wayne, Indiana 46802-1289
(219) 424-0646

(Please print)

1987 Fine Arts Fund Drive

Name _____

Address _____ Telephone () _____

City _____ State _____ Zip _____

I (We) will contribute \$ _____ to this year's campaign.

☐ Amount enclosed \$ _____.

☐ Automatic monthly checking account deduction (see instructions below).

☐ Please charge: ☐ VISA ☐ MasterCard # _____ Exp. Date _____

Name of employer _____

Signature _____ Date _____

For checking account withdrawals:

I (We) hereby authorize the Fort Wayne Fine Arts Foundation to initiate debit entries to my (our) checking account. These debits will be entered the 15th of each month in the amount of \$ _____ beginning _____ (month) and ending _____ (month).

Please enclose a voided check so the financial institution will have the proper account numbers.

Make It Unanimous

The Fort Wayne Fine Arts Foundation
thanks you for making it unanimous!

1987 RECOGNITION CATEGORIES

Chairman	\$ 100,000 +	up
Leader	\$ 50,000 -	99,999
Pacesetter	\$ 20,000 -	49,999
Partner	\$ 10,000 -	19,999
Benefactor	\$ 5,000 -	9,999
Patron	\$ 2,500 -	4,999
Sustainer	\$ 1,000 -	2,499
Associate	\$ 500 -	999
Donor	\$ 100 -	499
Contributor	\$ 50 -	99
Supporter	\$ 25 -	49

☐ Please do not use my (our) name in recognition lists.

☐ I am interested in volunteer work for the arts.

Adlets

RIDE WANTED

RIDE OR SHARE DRIVING, Hamilton, IN
area to Bwdy, 2nd shift, Ext. 3772.
1-488-2484.

FOR SALE

SEARS BEST WATER SOFTENER, extra high capacity, used 6 mos., \$375. 483-2027.

14' DUO BOAT w-60 HP '82 Johnson OB, trlr & cover, \$2,800. 432-9333.

'78 SUZUKI GS 400, new rear tire, chain, battery & more. 485-0825.

'65 VW, wht; '73 Skiddo. 485-9157.

'84 HONDA, 60 CC, small frame dirt bike, ex. cond., \$400. 489-9562.

40" ELECTRIC RANGE, turq., make offer. 747-4304.

ROLLS INVACARE WHEELCHAIR, removable solid seat. 456-1686.

'70 PLYMOUTH SATELLITE, 6 cyl., rusty, driven daily, \$100. 486-4337.

MOTORS: 1/6, 1/3, 1/2 HP; test meters, stop watch. 747-5154.

STEEL BELTED RADIAL TIRES, Goodyear, 4, ww, \$25, aft. 4:30 p.m. 749-9052.

DOUBLE SINK, wht, w-8' countertop, Delta faucet., reas. 456-4278.

LADIES SQUARE DANCE SHOES, wht, sz. 8-1/2N, ex. cond., \$20. 484-5743.

SPECIAL DOUBLE CHAIN DIRT RACING BIKE, good cond., \$125. 447-2280.

REMINGTON WINGMASTER, 12 gage, Mdl 870, w-case, like new. 432-3721.

MATTRESS & FRAME, full sz., nvr used, pd. \$378, will take \$200. 478-2625.

WEDDING DRESS, sz. 13, wht., med. train, good cond., lace trimmed. 447-9285.

ALUMINUM FOLD-UP STEPS FOR SWIMMING POOL DECK, \$25, aft. 5 p.m. 627-3463.

MOTORS, 1/4 & 1 HP, good condition. 744-5945.

FUEL OIL, 200 gal., 50¢/gal., free tank. 747-0231.

WANTED

PAIR OF WING OR LAZY BOY CHAIRS,
good condition. 424-8691.

BABY CRIB/SEAT FOR CAR, good condi-
tion. 422-7715.

TWIN STROLLER. 672-3992.

SWING SET w-slide, in good condition.
637-2702.

LIONEL & AMERICAN FLYER TRAINS, any
condition. 1-724-8011.

Elex calendar

Apr. 16 Bosses' Night, Goeglein's
21 Partizan Mtg., 11:30 a.m., MCL Cafeteria, Southtown Mall
22 El-Par Meeting
23 Quilting Class begins
24 Quintus, 1 p.m., Hessen Cassel Library, E. State St.
27 Honorettes, 1 p.m., Salem United Church
28 Elex Exec. Bd. Mtg., 4:45 p.m., Elex Office.
28 Elex Exec. Comm. Mtg, 7:30 p.m., GE Club, upstairs.

May 1-31 Membership Drive

- 1** Quintus Board Meeting, 9 a.m., Richards Restaurant, Paulding Rd.
- 6** Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
- 9** Chicago one-day bus trip to see Steve Lawrence & Eydie Gorme.
- 11** Mother/Daughter Banquet, 4:45 p.m., GE Club.
- 13** Pen-El, 11:30 a.m., Amish Farm, Grabill.
- 15** Quintus Installation Banquet, 12 Noon, Halls Guest House.
- 15** El-Par Installation Banquet
- 18** Honorettes, 12 Noon, Salem United Church
- 19** Partizan Installation of Officers, 12 Noon, Halls Guest House
- 20** El-Par Meeting
- 22** Quintus Meeting

Jun. 1 Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only

FOR RENT

MOBILE HOME, 2 bdrms, 1-½ baths, 24 miles from Disney & Epcot, avail. June 15-Oct., wkly. rate. 1-813-967-9625.

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avail. mid-April-Nov. 485-4264.

SERVICE

CONSCIENTIOUS HANDYMAN SEEKS ODD JOBS, NE only, reasonable. 485-7160.
PHOTOGRAPHY FOR WEDDINGS, portraits and special occasions. 486-3080.
INTERIOR & EXTERIOR PAINTING, Dan. 747-6412.
BABYSIT DAYS, near Lutheran Hosp., fenced yard. 745-2764.
TEACHING - conversation in Japanese, French or Spanish. 436-2933.
CONCRETE CONSTRUCTION - repair/replace/new work. 456-1187.

In memory

Catherine E. Gardt, 5415 Southern Ct., died Mar. 27. She retired from GE in 1972.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News. No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Motor Business finishes first quarter 'above board'

"We finished the first quarter clean and above board," David Genever-Watling, vice president, told a group of roundtable participants last week.

"For the first time in several years, the Motor Business met and exceeded its first quarter commitment without pulling any tricks," he said, referring to unusual payment terms and other adjustments made in the past.

"We've made a 180 degree turnaround from the first quarter of 1986. Overall you should feel very good about where we've been."

He cited Program Management as one of the key contributors to the first quarter improvement. "We finally have a mechanism to drive the product and marketplace issues across the functions. Our organization is starting to move to a common tune."

The Self-Directed Workforce was another contributor. "We're seeing very, very positive results. The more our people see themselves as having the ability to influence their own fate and make a difference, the more they like it, and the more we like it."

Marketplace factors

"The Appliance and Heating/Air Conditioning markets were strong in the first quarter; the industrial market was awful and the commercial market showed little or no movement," he reported. This made it tough on Fort Wayne operations which serve the commercial and industrial markets.

"The remaining three quarters depend upon the weather and the state of the economy, among other factors." Rain affects sump-pump motor sales,

for example, and summer temperatures affect air-conditioner motor sales.

Market factors such as these will also help determine whether or not, or the extent to which, the business will exceed its operating plan for 1987.

"It's obviously too early to know if there will be money for a bonus pool. It will depend on how strong our sales are and how well we perform over the next three quarters.


"I do feel good about where we're going. I see teamwork improving, and it will continue to improve as program management makes its way through the organization.

"Our business teams have established a list of business program priorities for the remainder of 1987. We'll concentrate on those priorities and stop doing anything that isn't on the list."

'We've made a 180 degree turnaround from the first quarter of 1986. Overall you should feel very good about where we've been.'

David Genever-Watling

PERIODICALS RECEIVED



GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

APRIL 23, 1987 FORT WAYNE, INDIANA VOLUME 69, NO. 16

Here's how the rest of GE fared in the first quarter

GE's profits during the first quarter of 1987 were about 7.5 cents on the sales dollar. This is on a company-wide basis. Some GE businesses earned more than this; others, such as the Motor Business, less.

Sales in January, February, and March totaled \$8.32 billion—41% ahead of last year's first quarter. Net earnings were \$624 million, up 16%.

The following is a comparison of revenues and operating profit by industry segment for the first quarter of 1987 with the same quarter of 1986.

- Aircraft engine's operating profit was much higher than a year ago, and there was a significantly greater volume of shipments than in the first quarter of 1986.

- Technical product's revenues and operating profits were well ahead of last year, led by an excellent increase in medical systems volume and the inclusion this year of RCA's communications and related services.

- Financial services' operating results were considerably ahead of last year with particular strength in Employers Reinsurance Corporation.

- Materials' revenues and operating profit showed good increases from the first quarter of 1986, led by good volume and profitability in plastics.

- The National Broadcasting Company, which was not part of GE in the

first quarter of 1986, had strong results in TV Network and station operations.

- Major appliance's operating profit was well ahead of a year ago on a good revenue increase from higher volume in core product lines.

- Aerospace revenues were sharply higher in this year's first quarter from a year ago, mainly because of the inclusion of RCA's aerospace and defense business. Operating profit was somewhat ahead of last year.

- Consumer products revenues were considerably above last year, primarily because of including sales of RCA video products. Much lower operating profit was mainly due to restructuring provisions.

- Power systems operating profit was substantially less than the quarter a year ago on somewhat lower revenues, with restructuring provisions accounting for most of the decrease. Turbine's operating loss was much lower than that in the comparable quarter of 1986.

- Revenues for the industrial segment, which includes the Motor Business and Specialty Transformer, were down overall below a year ago. Operating profits before restructuring were generally lower. Significant restructuring provisions resulted in an operating loss for the segment.



Happy Secretaries Week!

Lucy Woods, Area Services, is one of several secretaries in Fort Wayne GE being recognized during Secretaries Week, April 20-24. "My main reason for being a secretary is that I totally enjoy working with people," Woods said. "I think secretaries appreciate the boost they get during Secretaries Week."

Two-for-one stock split causes need for Stock Redemption Program special rules



The proposed two-for-one stock split has been approved by GE share owners. For this reason, special rules will apply to selling GE stock shares through the Stock Redemption Program between April 24 and May 22 (the issue date for the new "split" certificates). Employees and former employees may choose one of two options for redeeming their shares during this time period.

Special rules for option #1:

- Employees and former employees wishing to redeem their shares at the post-split price should mail certificates to Corporate Treasury & Accounting Services (CTAS) in Schenectady as prescribed under the Stock Redemption Program.

Like all shares surrendered for redemption, the shares will be valued on the day they are received by CTAS. The value will be the closing market (post-split) price on the New York Stock Exchange.

- A redemption check based on this price will be mailed with an "assignment form" and a transmittal letter. The letter will explain that the form should be completed and returned to CTAS before May 15 if the employee wishes to redeem an equal number of split shares.

- Properly executed assignment forms must be received by the close of business on May 15 in order for the sender to receive a check for the redemption value of the "split" shares. This check will be equal in value to the closing market (post-split) price on the day

the assignment form is received.

- If forms are received by CTAS after May 15, share owners will have to wait until after May 22 to obtain their certificate for the split shares. The time between May 16 and May 22 is required to arrange the mailing of split shares to those share owners eligible to receive them.

- Assignment forms received after May 15 will be returned with a letter explaining that the form was received too late for processing.

Special rules for option #2:

- Employees and former employees wishing to redeem their shares at the pre-split price should obtain an assignment form from the personnel accounting office, Building 18-1.

- Certificates and a properly executed assignment form should be mailed to CTAS by the close of business on May 15. Shares will be valued at the closing market (pre-split) price on the New York Stock Exchange for the day they are received by CTAS.

- Employees will not receive both the pre-split price for shares redeemed and a certificate for matching number of split shares.

- Certificates, accompanied by assignment forms, received after May 15 will be valued at the post-split price for the certificate shares. The assignment form will be returned with the

redemption check and a letter explaining the assignment form was received too late for processing. The split share certificates will be mailed on May 22.

After May 22 all stock shares will be redeemed following regular procedures of the program.

Want to sell GE stock at a specified price?

If you want to sell GE stock between April 24 and May 22 and a certain stock price is an important consideration, you may not want to use the procedures of the Stock Redemption Program.

It may be advantageous to use your stockbroker, particularly if a large number of shares are involved.

He or she can arrange for you to redeem both pre- and post-split shares at a specified price.

No S&SP withdrawals until May 11

Due to the GE stock split, employees will not be able to make withdrawals from any S&SP investment option until May 11.



Quarter Century officers meet

Quarter Century Club officers met recently to discuss plans for the annual outing to be held in the Memorial Coliseum on Saturday, September 12. Officers (from left) are Elmer Mathews, director; Virginia Roemer, secretary; Don Hoffman, director; Helen Miller, director; Jim Pollack, vice president; Ray Fischbach, president; and Phyllis Penrose, assistant secretary. More outing information will be made available in the near future.

Employees advised not to assume appliance eligible for GE discount

"Don't assume that the GE or Hot-point appliance you are buying is eligible for a discount under the Product Purchase Plan." That's advice from Homer Jennings, manager of benefits.

Before making a purchase, employees should get the model number of the

product and check it against the list of model numbers eligible for discounts. This can be done by contacting Loretta Jones, Building 18-1, or any ACSD secretary.

Jennings noted that local dealers have model numbers also.

Early response needed for Winter Street October reunion

The Winter Street Plant's First Annual Reunion will be held at Goelein's on Maysville Road in Fort Wayne on Saturday, Oct. 31. The event, open to all former Winter Street employees and guests, will last from 7 p.m. to 12 a.m.

The cost is \$7.50 per person. This money is used to cover hall rental, hors d'oeuvres, music and entertainment.

To make reservations, complete the form that accompanies this and return it with check or money order to one of the contact persons listed below. Reservations and money are needed by June 1.

Contact persons are Minnie Bryan, Building 4-5; Evelyn Engel, retired 482-3828; Donna Webb, Section 14; or Ruth Wonderly, ACSD.

Winter Street Reunion

Enclosed is \$ _____ for _____ reservations (\$7.50 per person) for the First Annual Winter Street Reunion. Make checks payable to Evelyn Engel.

☐ Yes, I would like to serve on next year's planning committee.

Name _____

Address _____

Phone _____

Submit this form and check to the contact person in your area, or mail it to Evelyn Engel, 3315 Chancellor Drive, Fort Wayne, IN 46806.

Health tip

Q. What is the simplest and most effective way to exercise?

A. Walking is a superior form of exercise because it is available everywhere and requires no special training or equipment.

Persons can achieve an adequate level of fitness by walking 20 miles per week as briskly as possible. Begin gradually at a pace that is comfortable for you and work up to this goal.

You can work it into your daily routine by avoiding elevators and climbing stairs when possible. Or walk to the local store instead of driving.

You will find as you increase your mileage that you can invent pleasant ways to keep your body in motion, and you'll feel better.

Hoosiers urged to begin habit of wearing safety-belts

Indiana's mandatory seat belt law goes into effect July 1. Therefore, State Police are urging citizens to begin developing the "safety-belt

habit" now.

Of the 1,039 motorists who died in traffic accidents last year, only 72 were wearing safety belts.

Jazzercise still offered in GE club



Jazzercise classes are still being offered in the GE Club and at other locations in the area.

Classes meet at the following times:

- Mondays and Wednesdays, 5 p.m., GE Club.
- Mondays and Wednesdays, 7:15 p.m., Aboite Childcare Center, Ellison Road.
- Tuesdays and Thursdays, 7:30 p.m., Aboite Childcare Center.
- Saturdays, 10:30 a.m., Crossroad Children's Home, Lake Avenue.

The first class is free. After that there is a \$3.50 drop-in fee, or \$20 for nine classes, \$10 for four classes.

Participants should wear comfortable clothing. Shoes are recommended, but not required. Street shoes are not permitted. Tennis, aerobic or Jazzercise shoes are suggested. Participants should bring something to do floor routines on, such as a rug, mat, or towel.

Adlets

RIDE WANTED

T. JOE, IN to BDWY, 1st shift, Ext. 3646. 1-337-5258.

FOR SALE

'78 MONZA, 61,000 miles, 6 cyl., new tires, auto, \$650. 432-8643.

CONVECTION OVEN, bakes, broils, slow cooks, self-cleaning, reas. 432-1672.

GOLF CLUBS: men's-3 wds, 9 irons; women's, 2 wds, 5 irons; bags & carts. 432-2192.

HUGWACKER, Sears, ¼ acre, \$35. 485-6974.

COLEMAN TENT, 9x12, heavy duty, used 1 yr. 747-1387.

'83 TRANSAM, 2-tone, slvr/charcoal, T-top, 5 spd. manual, loaded, super-sharp. \$8,800. 432-8272.

ANTIQUE-MISC. SALE, Hometown by Warner's 66, April 25.

TRACTOR INNER TUBES, great for lake, two for \$20. Call after 5 p.m. 672-3463.

'78 SUZUKI GS 400, 13,000 miles, runs great, new tire, battery, chain, \$550. 485-0825.

ANTIQUE SECRETARY BEVELED MIRROR, glass door, late 1800's, offer over \$500. 486-3677.

'77 CHEVY CAPRICE, three seat wagon, 81,000 mi, 350 V8, ps. pb, Tilt, pwr. windows & locks. 747-5461.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

FREEZER, chest type, 4.7 cubic ft., excellent cond., reasonable. 447-5098.

BIG SALE, new & used clothing, you-name-it items, stop by today, open 10 a.m. to 6 p.m., 3401 Taylor St.

10 FT. TRUCK CAMPER, slpg, good cond, after 5 p.m. 693-3377.

'74 NOVA, 350, \$600 or best offer, 426-7601, after 5 p.m.

VAN CONVERSION KIT, used 1 year, make offer. 747-1387.

'78 8 H.P. MARINER MOTOR, 14' fiberglass fishing boat, 749-4956.

9" RADIAL ARM SAW, good cond. 432-9125.

SAMSONITE LUGGAGE, 3 pcs., \$25 for set. 747-3458.

MATCHING SOFA, love seat, chair, gold-rust plaid. 456-1966.

'81 SUBARU GL WGN, 5 spd. air cond., cruise cont. 447-5691.

ANTIQUE ROCKER, excellent cond. 749-2634.

1983 HONDA ATC 200, 3 whlr., good cond., new tires. \$625. 432-7927.

¼ & 1 H.P. MOTORS, good cond. 744-5945.

TUNTURI EXERCISE BIKE, \$125. 485-0514.

WINDOW AIR COND., used 3 seasons, \$250. 456-6509.

Elex calendar

- Apr. 23** Quilting Class begins
24 Quintus, 1 p.m., Hessen Cassel Library, E. State St.
27 Honorettes, 1 p.m., Salem United Church
28 Elex Exec. Bd. Mtg., 4:45 p.m., Elex Office.
28 Elex Exec. Comm. Mtg, 7:30 p.m., GE Club, upstairs.

- May 1-31** Membership Drive
1 Quintus Board Meeting, 9 a.m., Richards Restaurant, Paulding Rd.
6 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.
9 Chicago one-day bus trip to see Steve Lawrence & Eydie Gorme.
11 Mother/Daughter Banquet, 4:45 p.m., GE Club.
13 Pen-El, 11:30 a.m., Amish Farm, Grabill.
15 Quintus Installation Banquet, 12 Noon, Halls Guest House.
15 El-Par Installation Banquet
18 Honorettes, 12 Noon, Salem United Church
19 Partizan Installation of Officers, 12 Noon, Halls Guest House
20 El-Par Meeting
22 Quintus Meeting

- Jun. 1** Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only

SAMSONITE ATTACHE CASE & LUGGAGE, Kodack camera. 747-5154.

SEARS 4 H.P. MOWER, 2 yrs. old, ex. cond. \$195. 432-6236.

WORLD WAR 2 LIFE MAG., Dec. 1941 to July 1945, 186 copies, 432-1367.

15-18 ft. CANOE, for river travel, no fiberglass, call before noon. 482-8262.

GARDEN TILLER, Gilson, 5hp, like new, 432-3883.

WANTED

LIONEL AND AMERICAN FLYER TRAINS, any cond., 1-724-8011.

FISHING BOAT TRAILER, for 14 ft. boat, reasonable, after 4 p.m. 485-2553.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW, & Bunny, Gorilla, Duck, Bear or Grim Reaper. 745-1545.

CONCRETE CONST., repair, replace, new work, 456-1187.

HOUSECLEANING JOBS, reasonable rates. 747-6073 or 432-4268.

LIVE COUNTRY & WESTERN MUSIC, for all occasions, call today for booking info. 489-3704

CONTINUOUS GUTTER & SIDING, free est. 627-2429.

TYPING, term papers, resumes, etc. 637-2702.

FOR RENT

BLOOMINGTON, IN CONDO, near stadium, 2 bdrm, 3 baths, furn., central air, avail. May 9 - Aug. 23. 485-6193.

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avail. thru November. 485-4264.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Matched gifts to colleges exceed \$3 million in '86

Gifts by employees and retirees to colleges and universities eligible for matching under the GE Foundation's Corporate Alumnus Program in 1986 surpassed \$3 million—a single-year record.

Donations totaled \$3,197,798—up 26% over the 1985 figure of \$2,528,037. The increase of almost \$700,000 was the largest one-year gain in the history of the program.

The Corporate Alumnus Program (CAP) was the nation's first corporate gift-matching program when it was established in 1954. It took 27 years, until 1981, before the foundation matched \$1 million in one year.

But only four years later the \$2 million mark was reached, and the program is well on the way to doubling again before this decade ends. The program has matched almost \$25 million since its start.

Doubled gifts

Some 9,756 GE employees, about 300 more than in '85, used the program in 1986 to double their gifts to their alma mater or to that of their spouse or children. They gave almost \$1.7 million. In addition, 3,211 retirees contributed about \$1.4 million.

The 1986 gifts and matching pay-

ments from the foundation were shared by 1,110 colleges.

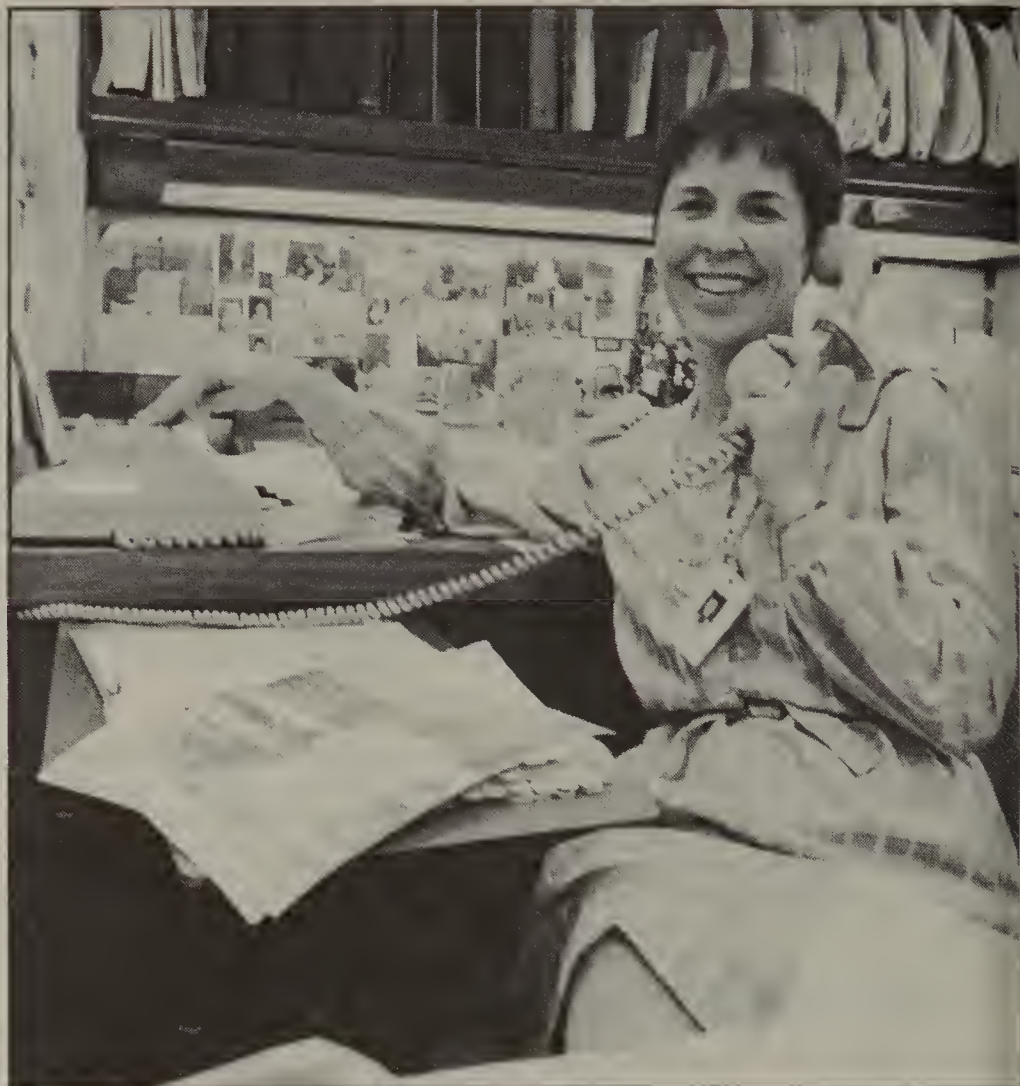
The leader once again was Rensselaer Polytechnic Institute with \$87,631. Other leaders were Union College, \$82,509; Cornell, \$71,784; Massachusetts Institute of Technology, \$59,520; Pennsylvania State, \$58,702; Dartmouth, \$53,664; Princeton, \$52,659; and the University of Pennsylvania, \$52,372. A total of 147 colleges and universities received \$5,000 or more in matching payments.

Forms available

Motor and Transformer employees who wish to make contributions and have them matched may obtain forms from Gloria Smith, Building 18-3, or ACSD Relations. The form should be filled out and mailed with the gift directly to the college.

Care should be taken to use the CAP form—not the "More Gifts ... More Givers" form which is for use with contributions to charitable organizations approved in advance by the foundation trustees.

The GE Foundation will match donations by eligible participants of at least \$15 to a maximum of \$10,000 per individual for both the Corporate Alumnus and More Gifts...More Givers programs combined.



Mary Anna Entwisle, Motor Business buyer, is one of many employees locally who give money to their alma mater and have it matched through the Corporate Alumnus Program. She gives to Virginia Polytechnic and State University. "I think everybody should help their university. I gained more from my education than I could ever give back. By using the Corporate Alumnus Program, I'm encouraging GE to match my gifts."

New chart shows changing value of GE's stock

Because many GE people own GE stock and are interested in following its market value, the GE News starting with this issue will publish a chart tracing the stock's price over the preceding 12 months. We plan to update and issue the chart regularly.

This first chart shows the stock's worth from March 1986 through March 1987. Each month's value is the ave-

rage of the daily closing prices on the New York Stock Exchange—the same figure used to credit stock purchases through the GE Savings & Security

Program.

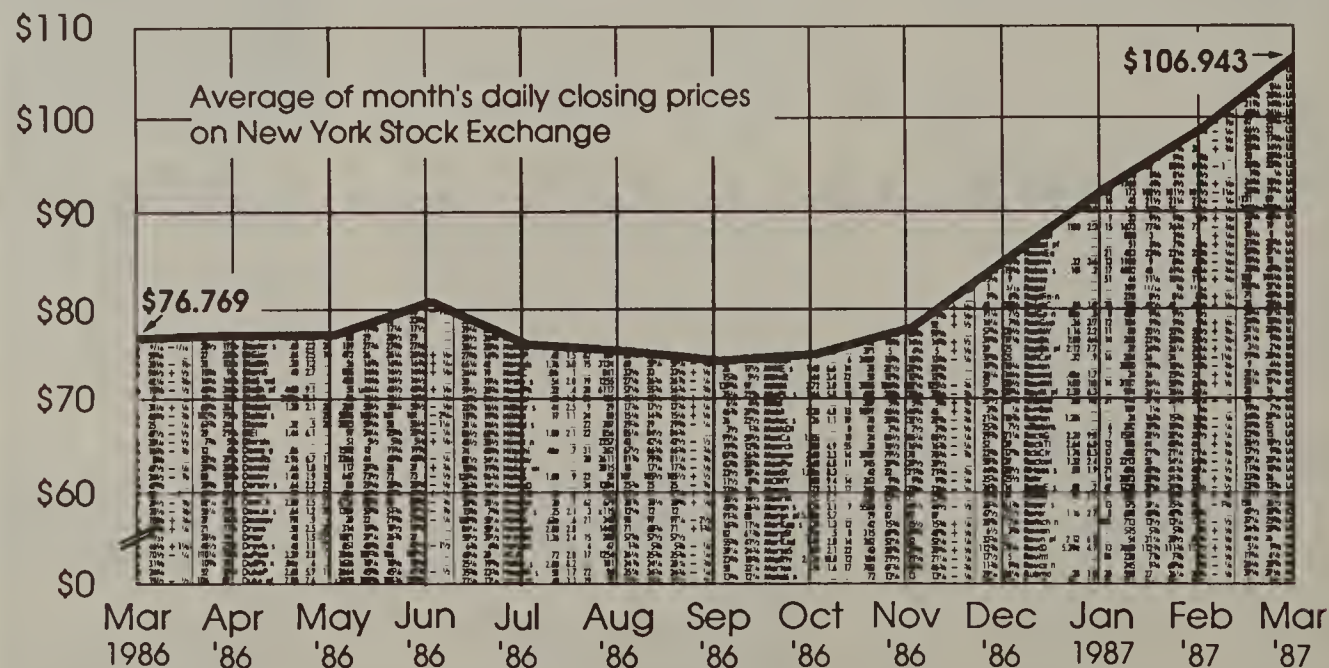
An additional item of information is a comparison of the change in GE stock's value to the change in Stan-

dard & Poor's "400 industrials" index. The S&P 400 is composed of the stock of 400 of this country's leading industrial companies.

STOCK WATCH

GE Stock Prices

March '86 — March '87



Market Comparison: During this one-year period, GE stock price increased 39% while the Standard & Poor 400 industrials index of stocks increased 31%.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



General Electric News

APRIL 30, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 17

GENERAL PERIODICALS
NON-CIRCULATING

Palmisano explains business teams' relationship to Broadway, Taylor St. Motor Manufacturing operations

How do the recently established business teams affect Fort Wayne Motor Manufacturing operations? The GE News visited Pat Palmisano, plant manager, this week to find out.

* * *

First, Pat, what is a business team and how does it work?

Palmisano: A typical business team is made up of representatives from Marketing, Technology, Manufacturing, Finance and Legal.

Each team is focused on and "owns" a particular market segment—Commercial, Industrial, Appliance, or Heating/Air conditioning.

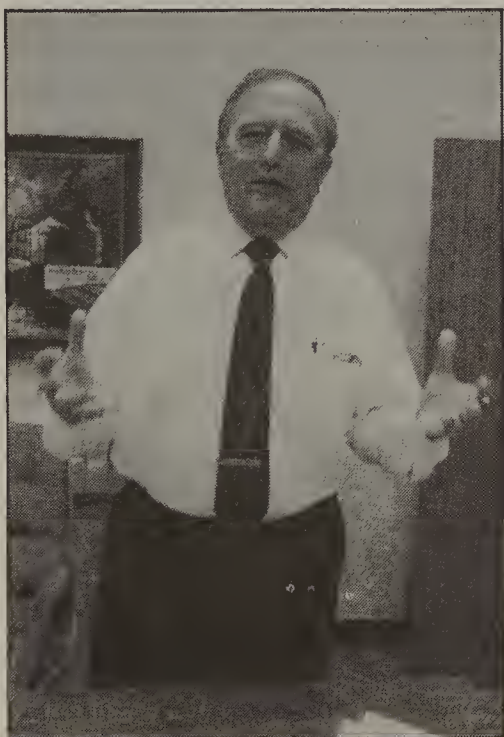
The teams plan the Motor Business' internal activities to best meet the needs of customers in these market segments. Every team is held accountable for the profit and loss of its segment.

* * *

Is there a direct interface between the plants and the business teams?

Palmisano: In a direct reporting sense, no. However, we work closely with the business teams in planning the future of our Fort Wayne Motor plant operations.

Our Plant Accountant Glen Peters, Technical Support Manager Ron Kroemer, Materials and Systems Manager John Baughan and I represent Taylor Street and Broadway. We provide cost analyses and other information about the Fort Wayne plants that the teams need in order to make



Pat Palmisano, plant manager, explains the relationship between the newly formed business teams and Fort Wayne Motor operations. "We work closely with the business teams in planning the future of our Fort Wayne operations," he said.

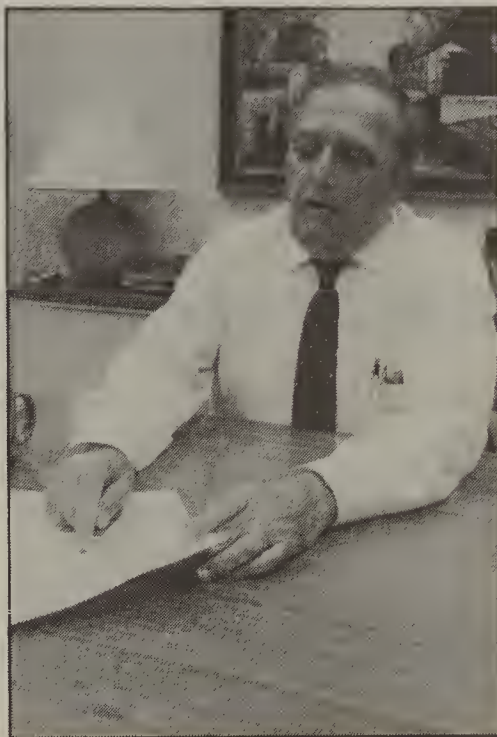
good decisions that impact us. Together we weigh alternatives to find the best payback opportunities.

In the future, other people in our organization could be involved in implementing specific projects and customer programs initiated by the teams.

* * *

Which business teams do you interact with?

Palmisano: We work with the Commercial, Industrial and Heating/Air



Conditioning teams because we make motors for each of those segments. Our greatest involvement is with the Commercial and Industrial teams, since most of our motors are made for commercial and industrial applications.

* * *

How does the Self-Directed Workforce relate?

Palmisano: They are creating an environment that fosters involvement of concerned employees who are dedi-

cated to the long-term success of our Motor Business.

After the business teams have provided us with programs to best serve our customers and serve them profitably, it will be up to the people in the plant to create the most efficient and effective operating environment possible to carry out those programs.

* * *

Will employees' roles change as a result of the business teams?

Palmisano: All of us will feel our roles changing at a rapid pace over the next several years. The business teams have been created to plan, prioritize and manage this change. Overall the Motor Business will see rationalizations, new product introductions and major product upgrades, to name a few. Therefore each of us in the plants is bound to feel the effects of change. The important thing to remember is that this change can be positive and is intended to help us succeed in this extremely competitive environment.

'...All of us will feel our roles changing at a rapid pace over the next several years.'

Pat Palmisano

Personal Share Statements slated for May mailing

The annual distribution of Personal Share Statements to GE employees is scheduled to be completed by the end of May. This is the document which provides personalized information about specific coverage and credits in the GE benefits plans.

According to Doyt Schaadt, Personnel Accounting manager, the statements will be mailed to GE employee homes directly from Schenectady, N.Y., instead of through local plant distribution channels as in the past.

"This should speed up distribution of the statements and avoid delays that sometimes occurred when the

statements were sent to GE locations all over the country for distribution," Schaadt said.

Redesigned format

Although there are no major changes from last year in the type of information provided, this year's statement will be of a different size. It will be printed on 8-1/2" x 11" paper instead of the 11" x 13" size previously used.

This change is in response to requests that the statement be provided in a size that's easier to file in standard file folders, Schaadt noted.

The statement provides a wealth of information grouped into six

sections:

- Investments for Your Future
- When You Retire
- For Your Family Protection
- When There are Medical Expenses
- When There are Dental Expenses
- If You Become Disabled

Explanatory information that helps answer questions about figures in the Personal Share Statement is provided on a second page enclosed with the statement.

All GE employees will receive a statement except those who have joined the company since Dec. 31 or who leave the company before the state-

ments are mailed.

Forms laser-printed

The statements will be prepared using new high-speed laser printing equipment of GE Corporate Treasury Services in Schenectady. This is the same equipment used to print the dividend checks for GE share owners.

Laser printing uses computer technology that enables the personalized data to be merged and printed simultaneously with the standard information on the form, at a speed of more than 100 pages per minute. The result is a more legible document at reduced costs.

Employees, retirees double gifts to charities approved for 'More Gifts, More Givers' matching

Employees and retirees more than doubled their contributions in 1986 to charities approved for gift-matching under the GE Foundation's "More Gifts ... More Givers" Program.

The 119 organizations approved by foundation trustees as of the end of 1986 received 3,520 gifts from employees and retirees totaling \$316,846 which was matched by the foundation. That compared to 2,490 gifts to 56 organizations for a total of \$156,040 in 1985, the first year of the program.

Health and human service agencies again received most of this support, \$217,283 or 69%. Arts and cultural organizations attracted gifts of \$80,510; and conservation and environmental

groups got \$17,798.

Schenectady leads

Schenectady, N.Y., repeated as the pace-setting location with \$112,821 to nine organizations. The greatest beneficiary of employee generosity was the Arts Center and Theatre of Schenectady, which drew \$32,049 from 352 gifts. For the second year in a row, the Capital District Hospice, which serves

New York State's Albany-Schenectady area, attracted the most gifts, 360 totaling \$22,600. The third largest recipient was the Covenant House in New York City, which got \$21,184.

To be eligible for gift-matching, charities must be nominated by employees and approved by the foundation trustees.

Employees who wish to nominate new organizations should see their Employee Relations representative.

More Gifts... More Givers

Seven Fort Wayne organizations eligible

Seven Fort Wayne charitable organizations are currently eligible for gift matching under the More Gifts...More Givers Program. Employees who wish to use the program for these agencies should obtain a form from Gloria Smith Building 18-3, or ACSD Relations.

- Allen County Public Library Foundation
- West Central Neighborhood Committee
- Allen County/Fort Wayne Historical Society
- Audiences Unlimited.
- Associated Churches of Fort Wayne (Food Bank)
- Fort Wayne Crossroad Children's Home
- Sarah A. Litch Development Center.

Elex holds membership drive in May

The Elex Club will hold this year's membership drive from May 1 through May 31.

Membership is open to:

- all present GE employees.
- retirees.
- vested persons (former employees with 10 or more years GE service).
- persons on sick leave. These persons may join in May or when they return to work.
- lack-of-work persons. These people may join, in May, during the first year of their layoff. Lack-of-work vested persons may join, in May, during any year after their layoff.
- prior 1970 special-eligibility women.

Dues. Elex dues are \$7 per year. Membership entitles persons to attend luncheons, suppers, trips, programs, special events, educational and informative classes and much more.

Enrollment period. After May 31, membership acceptance is closed until May, 1988, except for new employees or employees reengaged from sick leave or lack-of-work—Those people may join within four weeks of receiving their first paycheck.

How to sign up. The Elex contact representative in your area will accept your \$7 membership dues and issue your 1987-'88 Elex Club Membership Card. Or you can mail a check, payable to the Elex Club, to the Elex

Office, P.O. Box 2204, Fort Wayne, IN 46801. Or you may choose to visit the Elex Office, located in the GE Club, to sign up. Office hours are Mondays and Wednesdays from 11 a.m. to 5 p.m. and Fridays from 10 a.m. to 1 p.m.

Honorary Lifetime Memberships.

To receive an Elex Honorary Lifetime Membership, you must have five consecutive years of membership prior to your retirement from GE. There are no exceptions. Honorary Lifetime Members do not pay dues.

If you have not been personally contacted, please call the Elex office, 428-3230 before the end of May.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.



Wire Mill takes regular-season honors

The Wire Mill team took regular-season honors with a 16-2 record in the basketball league this year. The team also finished second in the year-end tournament. Team members are (back row) Kermit Hoffman, Larry Sordet, Mike Windell, Bill Freiburger, (front row) Don Grim, Jim Burton and Ron Mee. Not pictured are Bill Corry and Tim Guzek.



'Sports Tech' wins year-end tournament

The "Sports Tech" team from ACSD came out on top in the year-end basketball tournament and finished second in the regular season with a 15-3 record. Players are (back row) Steve Brown, Chris Motycka, Bruce Schings, Kevin Schmahl, (front row) Bill Smith, Todd Rash and Dave Herr. Not pictured are Mike Basler, Randy Armstrong and Dave Mazelin.

Employees choose retirement

William J. Bailey, Jr., retires as a fork lift driver at Taylor Street.

Willie J. Taylor retires with 41 years of service. He began as a buffer and polisher in Building 6-4 and retires as a spray painter in Building 6-2. "I'm planning to catch up on golf, and to travel and fish. Farewell to all my friends I've worked with all these years. I'll take one day at a time now."



Bonnie J. Bireley retires with 44 years of service. She began as a placer in Building 26-4 and retires as a tester in Building 4-2. "I enjoyed working at GE—good benefits. Plan on doing some traveling."



Grace E. Jones retires with 36 years of service. She began as a coil placer in Building 17-3 and retires as a mason winder in Building 4-2. "Thanks to GE and everyone who helped make my 36 years memorable and rewarding. I'm thankful for the excellent retirement benefits GE provides."



Almeda I. Hoerner retires with 24 years of service. She began as a coil placer at Winter Street and retires as a quality auditor in Building 4-4. "I have enjoyed being a part of GE. I will miss the people. We like traveling and camping. I am looking forward to doing things with my leisure time."



Radial keratotomy eye surgery considered experimental; not covered by GE insurance

Eye surgery known as "radial keratotomy" is no longer reimbursable under GE's Comprehensive Medical Expense Insurance plan.

This determination has been made by the insurance carriers who administer this plan. These carriers include Connecticut General and Preferred Care of Indiana.

Experimental

The American Academy of Ophthalmology regards this procedure to correct nearsightedness as being "investigational and experimental."

Under this procedure, an ultrasharp diamond blade or similar instrument is used to make tiny incisions, resembling a pattern of wheel spokes, in the eye's cornea. When the incisions heal,

the cornea becomes flatter. The insurance carriers say there have been reports of serious and unusual sight impairments as a result of this surgery.

If already scheduled

As an accommodation to those who have already scheduled this surgery expecting expenses would be covered under GE's medical plan, the insurance company will accept as covered expenses the reasonable and customary charges for radial keratotomy surgery performed through May 15, 1987.

Those with coverage under Maxicare or MetroHealth should discuss this with their representative to determine if radial keratotomy is a covered service.

Adlets

RIDE WANTED

ST. JOE, IN TO BDWY, 1st shift, Ext. 3646. 1-337-5258.

FOR SALE

ROTTWEILERS, born 4/17, AKC, large litter. 639-6813.

'87 TRAVEL TRAILER, 35', park mdl, tip-out, patio door, air, lots of extras, sacrifice, lived in 2 mos. 1-672-2271.

14' DUO BOAT w-60 HP '82 Johnson, OB, trlr & cover, \$2,800. 432-9333.

WINDOW AIR CONDITIONER, good cond., \$75. 422-3316.

WEDDING DRESS, sz. 13, med. train, good cond., lace trimmed. 447-9285.

'76 POP-UP CAMPER, slps 8, \$1,000 or best offer. 484-7826.

'81 OLDS CUTLASS, 45,000 miles, \$3,975. 447-3653.

'77 CHEV. CAPRICE THREE SEAT WAGON, 81,000 miles, 350 V-8, PS, PB, tilt, pwr wds & locks. 747-5461.

ROOM AIR CONDITIONER, like new, 5,000 BTU, reasonable. 627-3904.

GOLF CLUBS, 3 woods, 8 irons, bag, \$75. 637-3000.

MOPED, Batavus Regency, call 8-5 p.m. 428-2905.

GARAGE SALE, May 8-9, 4921 Gaywood Dr. old bottles, misc.

'78 CB 750 HONDA, 12,000 miles, good cond., \$750 or best offer. 1-357-5568.

'72 KAWASAKI, 750 CC, good cond., low miles, \$500 firm. 485-8681.

26" SNAPPER MOWER, w-snow attachment & extra blade. 483-8369.

WANTED

LOT w-hook-ups for 14'x 70' mobile home, rent or buy on contract. 625-4075.

BUNK BEDS, built solid, reasonable price, aft 5 p.m. 456-3439.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW, make your next event come to life. 745-1545.

ROOFING - repair or renew, free estimate. 747-5531.

CONCRETE CONSTRUCTION - repair/replace, new work. 456-1187.

PHOTOGRAPHY for weddings, portraits, special occasions. 486-3080.

FOR RENT

MYRTLE BEACH, S.C. CONDO, lovely, complete, 2 bdrms, 2 baths, porch, in/out pools, near beach, golf. 1-216-526-1258.

Bowling scores

GE Office - 4/6/87

Bob Heniser (617)	256
Bill Copeland (606)	226
Bob Brehse	215
Dave Bradford	213
Art Rasor	211
Gary Pickett	210

GE Office - 4/13/87

Steve Scherer (673)	236/246
Dave Locker (611)	214
Jerry Gottschalk (609)	221
Don Widek	235
Gil Baker	215
Bob Rietdorf	221
Maurice Haines	217

APTS., W. Jeff., large 1 bdrm & 2 bdrm, unfurn., appls., all util., very reas. 747-4066.

BLOOMINGTON, IND. CONDO, near stadium, 2 bdrms, 3 baths, furn., air, avail. 5/9-8/23. 485-6193.

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wky rates, avail. mid-April thru Nov. 485-4264.

Walt Hein	211
Dave Bradford	210

Friday Nite Ladies - 4/10/87

Joyce Doust (516)	200
Deb Sosenheimer (510)	194
Bessie Shields (548)	195
Sandy Gerdorn	217
Donna Treesh	193

Friday Nite Ladles - 4/3/87

Darlene Jones	204
Denise Buhr	203
Martha Hire	193

Elex calendar

April 30 Quilting Class cont., 18-1 Conf. Room

May 1-31 Membership Drive

1 Quintus Board Meeting, 9 a.m., Richards Restaurant, Paulding Rd.

5 Ribbons & bows for packages class, 6:30-9 p.m., GE Club, upstairs.

7 Quilting Class cont., 18-1 Conf. Room

9 Chicago one-day bus trip to see Steve Lawrence & Eydie Gorme.

11 Voting for New Officers

11 Mother/Daughter Banquet, 4:45 p.m., GE Club.

13 Pen-El, 11:30 a.m., Amish Farm, Grabill.

15 Quintus Installation Banquet, 12 Noon, Halls Guest House.

15 El-Par Installation Banquet.

18 Honorettes, 12 Noon, Salem United Church.

18 Secret Pal Dinner, 6:30 p.m., Lambro's.

19 Partizan Installation of Officers, 12 Noon, Halls Guest House.

20 El-Par Luncheon & Auction, 11:30 a.m., Hobby Ranch House, North Anthony.

21 Second Shift Fur Showing & Luncheon, 11:30 a.m., American Motor Inn.

27 El-Par Breakfast & Board Meeting, 9:30 a.m., Denny's on Lima Road

Jun. 1 Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only.

4 Pen-El Board Mtg., 12 Noon, Ted Goulloff's.

5 Second shift end-of-year banquet, 11:30 a.m., Lambro's.

8 Joint Board Meeting

10 Pen-El Picnic, 11:30 a.m., Grabill Barn

13 Pen-El Trip to Metamora, IN for Strawberry Festival.

17 El-Par Luncheon, 11:30 a.m., Al's, Waynedale.

Jul. 8 Pen-El Social, 11:30 a.m., Hall's Guest House.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit **only one adlet** per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Six children of Fort Wayne employees among students nationwide to win 'STAR,' 'ACE' awards

Six children of Fort Wayne employees are among the 122 students nationwide to win GE's "STAR" or "ACE" scholarships for educational expenses. Those students are shown below.

A total of 100 daughters and sons of GE people were chosen as "STARS," and 22 were chosen as "ACES" in recognition of their academic achievement.

"STAR" winners are the fourth group of high-school seniors to be so honored since the GE Foundation established the Student and Teacher Achievement and Recognition Program for employ-

ees' or retirees' children planning to enroll as full-time undergraduate students at an accredited four-year college or university.

Award for school

Each will receive a \$1,000 award to help meet the first year's expense of higher education, as well as a plaque and a "STAR" sweater. In addition, a \$500 grant will be made to each winner's high school. Use of the grant will be suggested by a teacher selected by the student.

"ACE" winners are the first group designated under the Award for Career Education program introduced last fall for students interested in two- or three-year community colleges or vocational schools. Because of the lower cost of these shorter programs, the amount of the scholarship is \$500, and the grant to each winner's school is \$250. Each "ACE" winner also receives a plaque and a sweater.

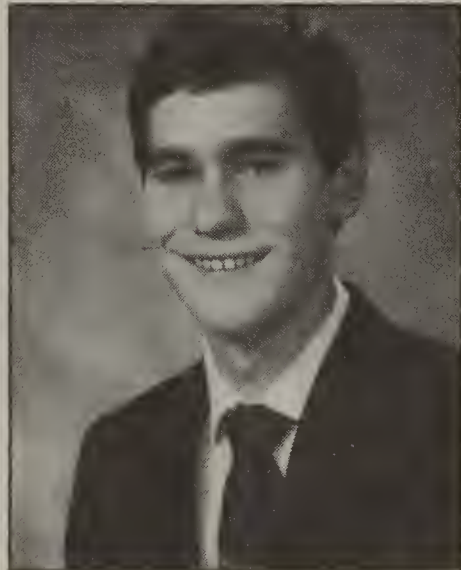
Winners in both categories were selected from among 880 applicants in a competition independently administered by the Citizens Scholarship Foundation of America, a nonprofit scholarship service organization. Criteria for selection included the student's academic record and extra-curricular activities, including work experience.

Parents of the winners are employed in 52 GE locations in 20 states. Pittsfield, Mass., has the most winners this year with ten. Evendale, Ohio, and Valley Forge, Pa., each have nine. Schenectady, N.Y., eight, and Fort Wayne and Louisville, six each. Lynchburg, Va., has five winners—four of them "ACE" awards.

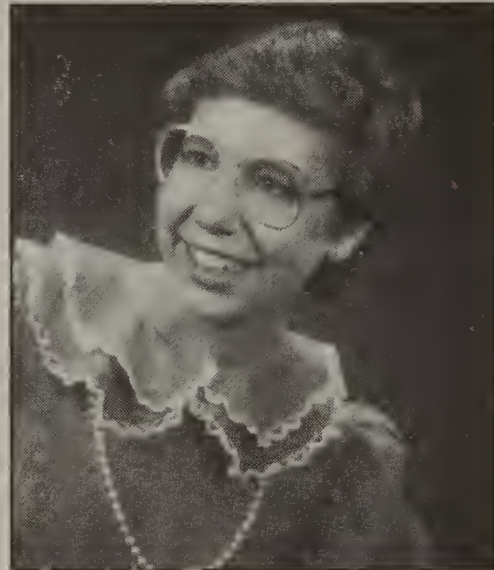
"Not only the winners but all the applicants merit congratulations," said Bill Stoddard, GE Foundation program manager for both programs. "The Citizens Scholarship Foundation reports that once again the competition was intense."



Jami Carey, daughter of Tim Carey, Motor Technology, is an ACE recipient. She is a senior at LEO High School and plans to attend Indiana/Purdue University Fort Wayne to study accounting.



Jeffrey Usher, son of Michael Usher, Manufacturing engineering, is a STAR recipient. He is a senior at Bishop Dwenger High School and plans to attend Purdue University to major in electrical engineering.



Shirley Schmidt, daughter of Ronald Schmidt, Motor Manufacturing, is an ACE recipient. She is a senior at Heritage High School and plans to attend Indiana/Purdue University Fort Wayne to study consumer and family sciences.



Cam Watts, daughter of David Watts, Motor Manufacturing, is a STAR recipient. She is a senior at Homestead High School and plans to attend Purdue University to study biomedical or genetic engineering.



Andrea Offerle, daughter of Ed Offerle, Motor Finance, is a STAR recipient. She is a senior at Homestead High School and plans to attend Indiana University to study business.



Chris Lomont, son of Mike Holbrook, Motor Finance, is a STAR recipient. He is a senior at Southside High School and plans to attend Oral Roberts University to study math and science.

Stock split approved at GE annual meeting

A two-for-one split of the Company's common stock was approved April 22 at GE's annual meeting of share owners in Montgomery, Ala. Share owners will be entitled to receive an additional stock certificate representing one additional share for each share held.

Jack Welch, GE chairman, addressed the meeting. The following is a summary of some of his comments.

- GE has an exciting array of businesses: the number one appliance

business, the top lighting manufacturer, the leader in medical systems and plastics, the innovator in financial services, the number one broadcasting network, the leader in aircraft engines, and a strong and diversified aerospace business.

- The company's current success has been achieved through the willingness of GE people to look to the future rather than to dwell in the past, to see the world as it is rather than as we'd like it, and to move

toward our goals boldly.

- The pace and quality of RCA's integration into GE has exceeded expectations. It's been done with sensitivity for people, as well as efficiency. Two major contributions to GE's services businesses came as a result of the RCA merger: communications and an entirely new business, NBC.

- GE's core manufacturing businesses face troubled times. They are

forced to swim upstream against strong currents of declining markets and the increasing foreign competition.

Core earnings decline

While the earnings of the entire company grew by more than 50% between 1981 and 1986, the combined earnings in four of these core businesses (Transportation, Motors, Construction Equipment, and Power Systems) declined by 25%.



GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

MAY 7, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 18

Is it time to change your S&SP strategies?

Because of the new tax laws, employees may want to reassess the way they use the Savings & Security Program to meet their savings goals. Now more than ever, S&SP works best as a long-term savings plan, especially for retirement savings, says Homer Jennings, manager of benefits.

The following are some questions Fort Wayne employees have raised about S&SP.

Q. Does it still make sense to use S&SP as a way to save for a child's education?

A. This is still a good strategy, but with some new twists. A big advantage is that GE provides matching payments that can help take the bite out of rising college costs. Also S&SP investments can pay higher returns than regular savings accounts. A third advantage is that your money grows at tax-free rates of return while it remains in S&SP.

However, the new tax law has taken some of the luster out of this strategy. Employees will still be able to receive withdrawals or "payouts" up to the value of their "unrecovered investment" that they accumulated before Jan. 1, 1987, without paying taxes. But that will change for distributions and withdrawals of post-1986 employee contributions and earnings on those contributions. Once you have used up your unrecovered investment from 1986 or earlier years, any distributions from the plan will be partially taxable.

In addition, any taxable distributions made before the participant reaches age 59½ generally will be subject to a 10% additional tax on the taxable portion only.

For this reason, employees may want to explore other sources of financial aid before they incur the additional taxes. For instance, loans and scholarships. GE offers the "STAR" and "ACE" scholarships annually, and two types of loan programs. The Guaranteed Educational Loan Program (GELP) does not require repayment

GENERAL ELECTRIC SAVINGS & SECURITY PROGRAM ANNUAL STATEMENT AS OF DECEMBER 31, 1986 EXCLUDES SECURITIES DELIVERED JANUARY 1, 1987							
BONDS ..	CASH	STOCK SHARES*	MUTUAL FUND UNITS	HP FUND UNITS	LT FUND UNITS	MM FUND UNITS	DESCRIPTION
		8.8966		298.9680			HOLDING PERIOD YEAR 1986
		.3751		73.0080			Employee Contribution
		9.2717		277.0820			Company Payment
				649.0580			Income
							TOTAL 1986
		5.5305		344.7200			HOLDING PERIOD YEAR 1985
		.5644		98.9040			Employee Contribution
		6.0949		252.8790			Company Payment
				696.5030			Income
							TOTAL 1985
		1.5743		377.8800			HOLDING PERIOD YEAR 1984
		1.5743		120.6170			Employee Contribution
				180.5020			Company Payment
				678.9990			Income
							TOTAL 1984

S&SP participants can find out now what to expect in future "payouts" by referring to their S&SP Annual Statements as shown here. The statements were sent to participants in January.

until after the student graduates. Applicants must qualify based on need. The Employees Educational Loan Program (EELP) requires payment beginning immediately through payroll deduction, but the interest rates are competitive. The current rate for 1987-88 academic year loans is 6.5%.

Under the new tax laws, the most favorable treatment is given to those who leave their money in the plan until retirement. That's because the Internal Revenue Service views S&SP as a qualified retirement plan.

Q. Can I withdraw my Deferred Pay Account (DPA) savings for college expenses or a home down payment?

A. Withdrawals from DPA for these reasons are not allowed. When GE introduced the DPA in 1984, many employees enrolled for the first time. Some chose to put all or part of their savings into DPA because it offered some immediate tax breaks. The DPA continues to be an excellent way to save for retirement.

What DPA participants need to understand, however, is that DPA contributions are "frozen" until one of three situations occur:

- They retire.
- They break service.
- They encounter a serious personal or family emergency and can demon-

GENERAL ELECTRIC SAVINGS AND SECURITY TRUST SCHENECTADY, NEW YORK TAX INFORMATION ON 1983 HOLDING PERIOD DISTRIBUTION	
UNRECOVERED INVESTMENT AFTER DISTRIBUTION OF 1983 CREDITS	
THIS AMOUNT MAY BE RECOVERED TAX FREE ON FUTURE DISTRIBUTIONS AND WITHDRAWALS OF 1987 CREDITS	9695.32

The S&SP Tax Information statement as of Dec. 31, 1986, shows the "unrecovered investment" from 1986 and prior years. This is the amount that participants can receive tax-free in future distributions or withdrawals. Once this amount is "recovered," all future distributions and withdrawals will be subject to the new "pro-rata" tax treatment. Participants received this Tax Information Statement in January.

strate that they have exhausted other financial resources per IRS regulations.

For these reasons, participants who are saving primarily to make a down payment on a primary residence or help finance a college education should use regular S&SP savings or the Retirement Option Account instead of DPA. Withdrawals for those two reasons can be made without forfeiting the company matching payment. However, employees should be aware of the tax consequences of such withdrawals.

Q. Do I have to pay taxes on S&SP investments as long as I don't cash

them in?

A. If you received a "payout" of LT Fund units (from HP Fund savings), S&SP Mutual Fund units or GE stock, you are required to report as income any earnings you receive after that date. This is true even if you have all dividends reinvested automatically in more units or shares. Earnings and dividends are "sheltered" from taxes only as long as they remain in Holding Period accounts or ROA. The only investment purchase through the S&S Program which has tax sheltered income following distribution from the plan is U.S. Savings Bonds.

Ken Quandt uses S&SP to prepare for retirement 16 years down the road

Although he has 16 years before he can retire, Ken Quandt is preparing early by investing in the Savings and Security Program.

"I've been putting money in S&SP for about 7½ years and haven't touched a dime of it," said Quandt, who works in repair & return in Building 6-2. "I'm surprised at how well it's adding up."

Quandt started investing in the program to pay for part of his son Brett's

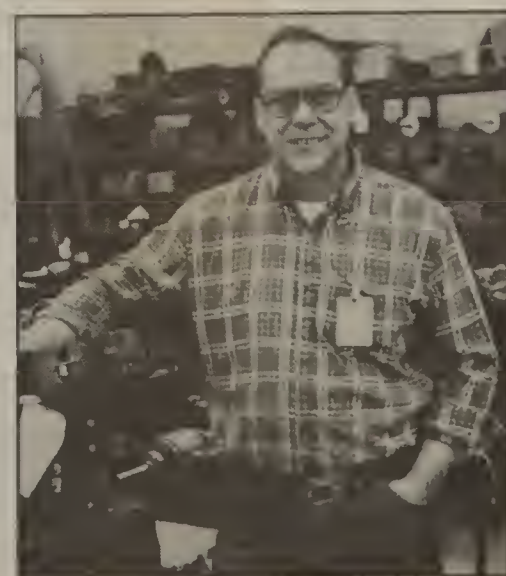
college education. Brett had planned to spend two of his four years at the Indiana University Bloomington campus, and Quandt wanted to help him pay for it. Later Brett decided to stay at home while attending college, so Quandt began using the S&S Program for retirement savings.

"But what if something happens to the Motor Business before I retire?," he said. "When you're making \$10 an hour, you live like you make \$10 an

hour. I want to be prepared in case I wind up working somewhere for \$5 an hour...S&SP is a good investment to prepare for the future."

Quandt said he's sorry he didn't follow a friend's advice and take part in S&SP years ago.

"The program wasn't as good then as it is now, but it was still good. I can't imagine why anyone would work at GE and not take part in it."



Elex members to select 1987-'88 officers

Elex Club members will vote for 1987-'88 officers in May. Eligible voting members may obtain ballots from an Elex contact representative in their area or by sending a request to the Elex Office, located in the GE Club.

Some officers are running unopposed. However, the Elex Club is requesting that members submit votes as a sign of support. Three candidates are running for the position of Trustee. Members will vote for two. Three director candidates are running unopposed, but members are asked to vote for the director who will serve two years.

The slate is as follows:

President - Edith VanDoorn, ACSD, Taylor Street.

First Vice President - Sandra Tucker, ACSD, Taylor Street.

Second Vice President - Cindy Slater, ACSD, Taylor Street.

Secretary - Sharon Dafforn, ACSD, Taylor Street.

Trustee (vote for two) - Doris Scott, ACSD, Taylor Street; Elaine Caudill, Section 14, Taylor Street; Margaret Haxby, Building 18-4.

Director (vote for one for two-year term) - Jan Hoopingarner, ACSD,

Taylor Street; Bertha McLemore, ACSD, Taylor Street; Callie Passwater, Section 14, Taylor Street.

Non-elected carry-over officers are Director Lois Fuhrmann, Building 26-2; Director Shirley Beard, ACSD,

Taylor Street; and Director Ann Day, ACSD, Taylor Street.

Appointed officers are Treasurer Lois Perrine, Developmental Lab, Taylor Street; and Assistant Treasurer Joan Hoover, Building 4-6.

____President____ ____First V.P.____ ____Second V.P.____ ____Secretary____



Edith VanDoorn
ACSD



Sandra Tucker
ACSD



Cindy Slater
ACSD



Sharon Dafforn
ACSD

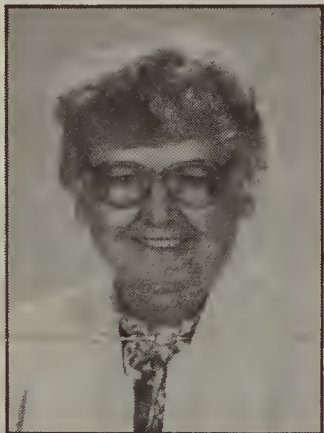
____Trustee (vote for two)____



Doris Scott
ACSD



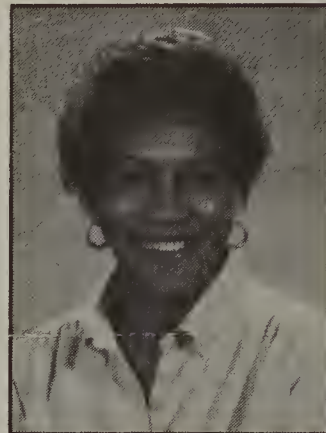
Elaine Caudill
Taylor Street



Margaret Haxby
Building 18-4



Jan Hoopingarner
ACSD



Bertha McLemore
ACSD



Callie Passwater
Taylor Street

____Director (vote for one)____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

Adlets

FOR SALE

GE MICROWAVE; 3 pc. bedroom suite, w-mtchg. chair. 744-6083.
'82 HONDA 450 NIGHTHAWK, low miles, stored 2 yrs., \$1,100, incl. helmet & cover. 426-5024.
14' TRI-HULL BOAT w-60 HP Johnson '82 OB, trlr & cover, \$2,800. 432-9333.
'78 PATRIOT, 14'x70', 2 bdrms, 2 baths, new roof, rural location. 436-0647.
UNIROYAL STEEL BELTED RADIALS, 2, P195/75R14, good tread. 747-2994.
CRAIG STEREO CASSETTE RECORDER, turntable & 2 spkrs, \$95. 456-7339.
'77 CHEV. CAPRICE THREE SEAT WAGON, 81,000 miles, 350 V8, ps, pb, tilt, pwr wdws & locks. 747-5461.
'77 HONDA CIVIC, rebuilt engine, new batt. & alternator, aft. 6 p.m., \$800 or best offer. 489-5183.
WEDDING DRESS, sz. 13, wht w-med. train, lace trimmed, lovely. 447-9285.
GREENLAWN GRAVELOTS, 2, nice location, \$400. 489-6080.
DOG PEN, 10'x4'x4', chain link & pipe; men's Samsonite luggage, 3 pcs; women's Hartman luggage, 3 pcs. 432-3060.
BEGINNER'S STAMP COLLECTION, over 20,000 stamps. 456-5051.
GARAGE SALE, May 2 & 3, 9-6 p.m., 1629 Colerick.
GREENLAWN LOTS, 4. 1-904-343-6039.
TRACTOR INNER TUBES, great for lake, 2/\$20, aft. 5 p.m. 627-3463.
REBUILT COASTER BRAKE BICYCLES, all sizes. 447-2280.

GENIE GARAGE DOOR OPENER, new, screw drive, \$135; child's wading pool, \$4. 486-4337.
TILLER MF 4850, 3 Pt O Cat, good cond., \$500. 1-925-5391.
'76 PONTIAC GRAND PRIX, V8, air, \$600. 485-1416.
GE JET-120 MICROWAVE w-temp probe, defrost, variable pwr, cook codes, \$150. 747-1294.
REFRIGERATOR, avoc., perfect cond., 30"x64", \$100. 745-9058.
'82 FISH & SKI BOAT, 16', I/O, low hrs. very nice. 693-3631.

Inquire now about Elex-sponsored Caribbean Shutdown cruise. Call Chuck Chapman, 482-8251.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW - all ages & special events, gorilla & bear, too. 745-1545.
PAINTING - experienced, free estimate. 432-3305.
CONCRETE CONSTRUCTION - repair/replace/new work. 456-1187.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



General Electric News

MAY 14, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 19

GENERAL PERIODICALS
NON-CIRCULATING

Only satisfied customers count, Rhoades says

Customer service: It's not the other guy's job

Customer service, for whatever type of business or product, is a multi-faceted job that requires total participation from the entire organization. It's a key element, along with products, that makes up the overall value of a business, says Guy Rhoades, Components Sales Department general manager.

"Customer service is like quality—you have to get it right the first time. Failure to do this can be a heavy burden on a business.

"Superior service is not only an essential condition for survival, it is a strategic means of competing. More and more customers are reducing their number of vendors. Our service performance can determine how we measure up."

Everyone's responsibility

"We created the Customer Service

Operation (CSO) as the Motor Business' prime customer advocate for service," he continued. "These are the people who work directly with the customer and field sales operations on a daily basis.

"However, it's important to realize and appreciate that customer service isn't just the Customer Service Operation—it's all of us.

"A winning business believes that responding to a customer takes priority over all other activities. Under this service-oriented approach, a part of every person's job has to be measured in terms of customer satisfaction. That's because only satisfied customers count."

Who is your customer?

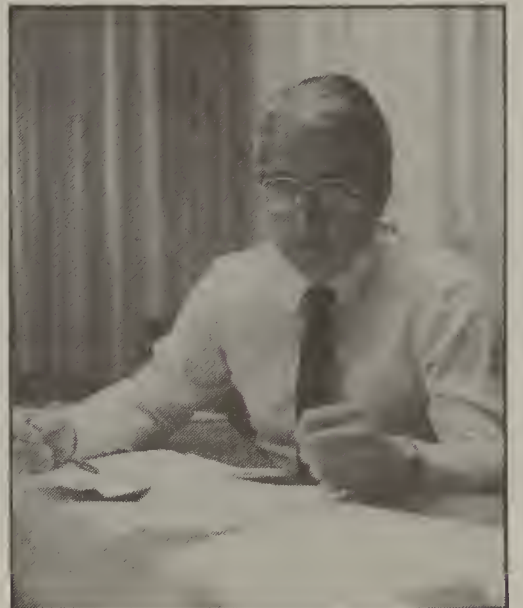
"When most of us think of customers, we think of our clients. But it goes far beyond that. Your customer could be the person at the next work-

'...A winning business believes that responding to a customer takes priority over all other activities.'

Guy Rhoades, Components Sales Department general manager.

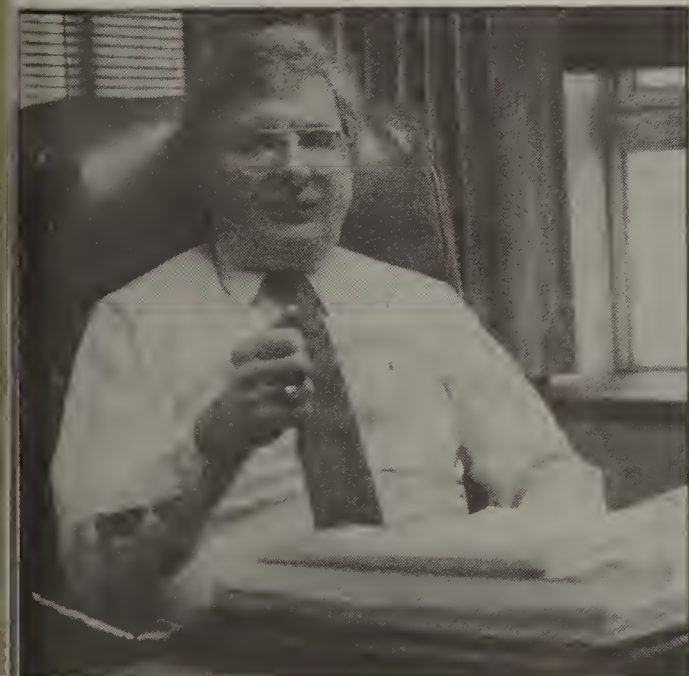
station or on the floor below you. As we work together to serve our clients, we must treat each other as customers. Our service performance to our customers is directly related to how well we work together. This is how service excellence is achieved.

"Service-mindedness, a willingness to help, and the personal behavior of everyone is the key to making the Motor Business a success."



Guy Rhoades says, "As we work together to serve our clients, we must treat each other as customers."

How does your function relate to customer service?



**Bill Ehner
Technology general manager**

"The Customer Service Operation is the focal point for customer service efforts in the Motor Business. That organization has the on-line people who deal directly with customers on a daily basis.

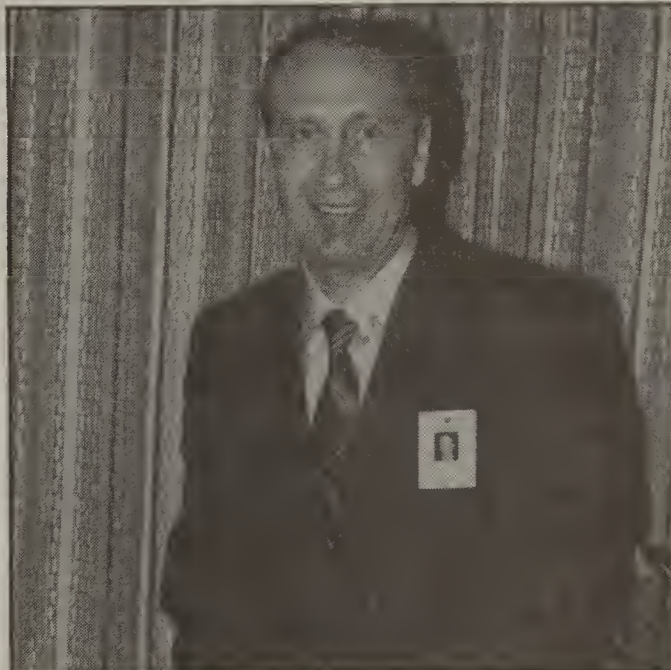
"But CSO isn't, and was never intended to be, our sole provider of customer service. Each and every one of us plays a role.

"Technology has the responsibility of contributing to customer service in five primary areas.

"First, when we take an order that requires engineering work, we must get that work through Requisition Engineering quickly and accurately so that Manufacturing can get it through the factory and to the customer on time.

"The second area involves our Quality people in Paul Dawley's organization. They are responsible for tracking down and solving quality problems.

Continued on Page 4.



**Roger Morey
Motor Marketing Division vice president**

"Our business has four major constituencies: customers, employees, shareholders and communities. If we fail to serve our customers, we've automatically failed to serve our other three constituencies.

"Each individual in every function of the Motor Business has the responsibility to add value to the products we sell.

"Marketing and Sales' primary role is to understand the customer's needs and wants, and then communicate those needs and wants to the rest of the business. The better our organization knows what the customer expects, the better we can serve him.

"It's also Marketing's responsibility to monitor the business to make sure we are doing what we promised the customer we would do.

"When you ask a customer what good service is

Continued on Page 4.



**Don Bussick
Manufacturing general manager**

"Customer Service is just like quality—everyone in every function must participate to make it the best. Each of us should recognize and respect the customer as the 'king.' Without his orders, there is no business and there are no jobs.

"One of the most difficult tasks for our plants is satisfying multiple customers' requirements simultaneously. That's why it's important to have an accurate Production-Sales-Inventory (PSI) forecasting system in our business. We are working very hard to improve all aspects of this system in both Marketing and Manufacturing.

"Our Systems people have been assisting these efforts by developing a unique Order-Ship-Bill (OSB) system that allows swift data flow and status on customer orders.

"At the same time, we have to be responsive to our

Continued on Page 4.

How does your job relate to customer service?



Mark Muller
Manager - receivables accounting, Building 4-5.

"Anytime the customer has a problem with our product or service, it's my job to make sure the matter is taken care of quickly.

"I serve as a liaison between the people who deal directly with the customer and our internal operations, such as the plants.

"As soon as the people in the field notify me that there is a customer claim, I do everything possible to make sure action is taken the same day. I find out what actually happened and what should have happened. If there's a gap between the two, I'm responsible for closing it.

"Some claims can be handled in one minute with a single telephone call. Others aren't quite so easy—they require some investigation.

"My job is interesting because I get to work with all kinds of people from every function of the Motor Business. I've found that people here are ready to help when it comes to serving the customer."

Sheryl Kay Peitzman
Customer Service Manager, Des Moines, Iowa

"I'll give you an example of how my job relates to customer service.

"I have been dealing with one of my customer's newly-hired purchasing agents.

"One day he called and sounded kind of down, so I asked him what was wrong. He told me he was having problems getting his other vendors to respond to his telephone calls. Quick response is important to him because he has deadlines to meet for ordering materials.

"Then he said, 'When I call GE, I always know I'll get an answer within a half day. Whether the info is good or bad, at least with you I can count on an answer.

"That's what I'm here for,' I told him, 'to make sure we respond to our customers' requests as fast as possible.

"The next time he called me he answered the phone, 'is this my bright-spot?'

"That really made me feel good because I know GE stands out in his mind as a vendor who gives the kind of service he needs and expects."

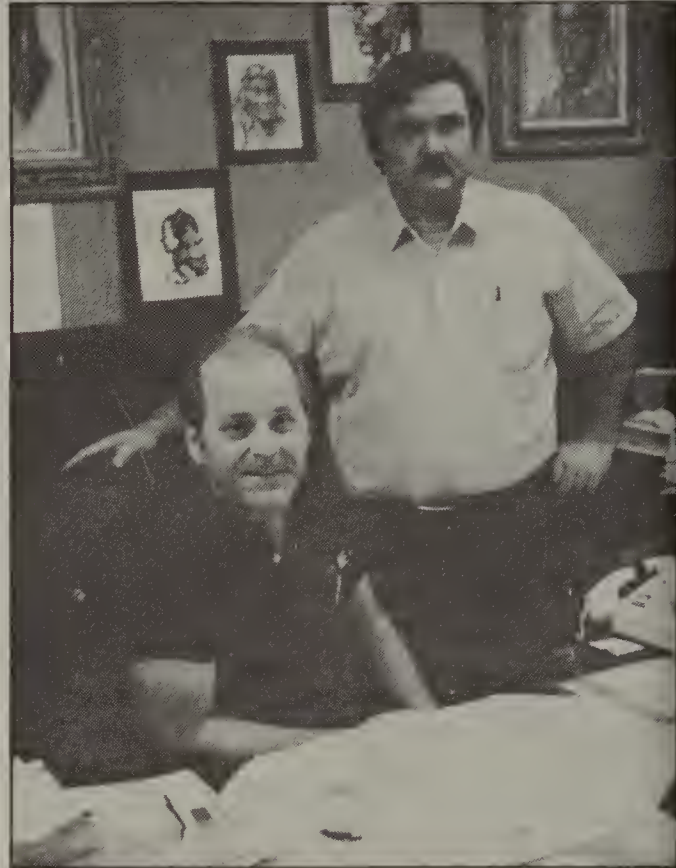


Greg Klein
Machine Operator, Building 4-2

"My part is to put out quality work, prevent re-work and get the order out on time so the customers get their motors when they need them.

"It makes it a lot easier for the people in Customer Service if we help keep promises to the customers. They're relying on us to get the orders out when they say we'll do it.

"The only way we can do this is if we care about our work. If everybody's doing their part, it makes it easier for the person down the line to work quickly and efficiently and in smooth fashion. We work together pretty well."



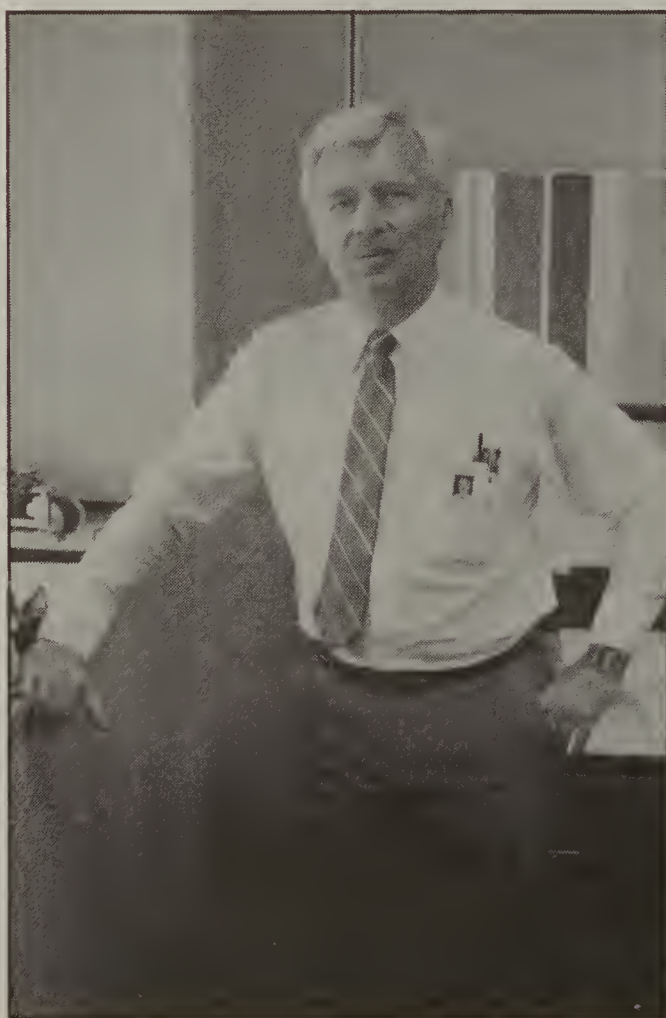
Jim Daughtry and John Carpenter
Local 901 business agent and president

"In the old days, customer service meant helping a customer when the product you sold him stopped working. That has changed.

"Today customer service is building quality and reliability into the product. If I have a GE motor in my furnace, I want it to work—that's what customers expect.

"The union's contribution toward customer service has changed too. At one time, the relationship between the union and the company was totally adversarial. Today the relationship is constructively adversarial. That means we're working together so that we can best represent the employees.

"Together we try to provide an atmosphere where people are motivated to do their best. When they're doing their best, the customer is happy. And when the customer is happy, we have jobs."



Larry VanVuren
Product engineer, Building 31-2

"My job is to design the highest quality, most efficient, and most reliable motor at the lowest possible cost. Bringing all of those elements together is a tough job.

"Sometimes I work directly with the customer to make sure I know what his exact specifications are. That way I don't overdesign the motor, making it too expensive.

"We have several programs in place aimed at minimizing the cost of our motors through better utilization of materials.

"Another thing we're trying to do is standardize motors from one customer to another. The objective is to lower the cost of our products and improve our response time by using fewer set-ups. This is working very well so far.

"We also have the advantage of being able to build sample motors quickly once we've designed them. That's important because many times the vendor with the first sample wins the order."

Final ESOP credits added to employee accounts

Employee Stock Ownership Plan (ESOP) accounts have been credited with \$5.265 worth of GE stock for each \$1,000 in 1986 compensation. Most GE employees received the free ESOP shares, which were added to their accounts in March. This year's crediting is the last under the ESOP program which started in 1978. The reason is that the Tax Reform Act of 1986 repealed the payroll-based tax credits used to purchase an employer's stock under plans like GE's ESOP. Stock shares accumulated over the last nine years will remain credited to each employee's account, and the quar-

terly stock dividends paid on these shares will continue to be reinvested under ESOP to purchase additional shares of GE stock. Under current Plan provisions, ESOP shares are paid out when an employee retires or leaves GE for another reason.

Stock split applies

The two-for-one split of GE stock approved at the company's annual share owners meeting on April 22 will also apply to shares held in the ESOP. An ESOP account with 20 shares on the pre-split basis will now have 40

shares. At its May meeting, GE's Board of Directors will consider increasing the post-split quarterly dividend to 33 cents per share from the current 31.5 cents per share on a split basis. Any dividend increase will apply to ESOP shares. Nearly 218,000 GE employees received ESOP credits in March. Recipients are those who were GE employees on Dec. 31, 1985, and continued until at least Dec. 31, 1986.

Based on 1986 earnings

The amount of stock credited varies

from person to person because it's based on an individual's earnings in 1986. The formula provides \$5.265 worth of stock for each \$1,000 in compensation—with a share of stock valued at \$100.813. For example, if the earnings shown on your W-2 Form for 1986 are \$28,000, your ESOP credit is \$5.265 multiplied by 28—which equals \$147.42 worth of GE stock. Dividing this by \$100.813 (the crediting value for a single share of stock) results in 1.4623 shares of stock. This stock is added to any you previously had in ESOP.

Adlets

RIDE WANTED

FROM ST. JOE, IN, TO BDWY, 1st shift, Ext. 3646.

FOR SALE

GLASS CASE w-wood frame. 637-8353.
LUGGAGE, attache case, Kodak camera, stop watch. 747-5154.
NEW KOHLER KITCHEN SINK, gld, 4 hole, 33"x21", \$125; 19" rd wht bath lav., \$50. 749-9372.
'75 CADILLAC COUPE D'VILLE, new brakes, tires, battery, \$450. 747-1294.
SEWING MACHINE & CABINET, 12 stitches & buttonholer, \$175. 432-8543.
'80 AUDI 5000T, 58,000 miles, leather int., air, cruise, sunrf. 485-0567.
80" COUCH, Colonial, flowered, ex. cond. 749-8888.
ALLIED JR. GOLF CLUBS: D, 3, 5, 7, 9 & P & bag, \$60; Child Craft Ency. & Dictionary, \$75. 432-7927.
GE DEHUMIDIFIER, 30 pt., good condition, \$70; young men's sports coats, sz. 14, ex. condition. 749-8445.
'87 BOOMERGANG R/C CAR w-Futaba radio, juice machine charger & batt., \$250. 489-9358.
MOBILE HOME, 2 bdrms, ex. condition, priced to sell. 1-833-1835.
SEARS THREE-QUARTER ACRE BUG-WACKER, one yr. old, \$30. 485-6974.
GENERATOR, prtbl, 3,750 watts, new, reasonable. 1-337-5258.
YARD SALE, May 16, 4914 S. Hanna St.; rain date, May 17.

Taylor Street auction to be conducted May 16

Trucks, computers and office furniture are just a few of the many items to be auctioned off at Taylor Street on Saturday, May 16. The auction begins at 10 a.m.

In memory

James D. Knupp, Auburn, IN, died April 4. He retired from GE in 1979.
Elva C. McMaken, Toledo, OH, died April 5. She retired from GE in 1955.
George M. Todd, 9122 Illinois Road. He retired from GE in 1968.
Fred R. Boehm, 1001 Goshen Ave. died April 15. He retired from GE in 1974.
Roxie E. Murray, Muncie, died Apr. 25. She retired from GE in 1979.
Robert B. McHaney, 529 Lasalle St., died Apr. 27. He retired from GE in 1975.
L. Lawrence Bergevin, Chippewa, Wisc., died Apr. 28. He retired from GE in 1965.

LOUNGE CHAIR, ex. cond, blue rocker, \$75; gas grill, \$50. 484-6526.
ONE-WAY TICKETS TO FT. MEYERS, FL, 2, May 20, \$75 ea. 422-2059.
'82 SEA SPRITE FISH & SKI BOAT w-120 HP I/O, 16', nice. 693-3631.
FAMILY ROOM FURNITURE: couch, rocker, chair, ottoman, tbl, lamp. 432-2129.
KENMORE UPRIGHT FREEZER, 16 cu. ft., ex. condition. 1-244-6565.
'74 OLDS CUTLASS, 105,000 miles, good runner, must sell, \$200. 426-0175.
KITCHEN CARPET, 9'x17', plus; bath carpet, 5'x6'. 744-3435.
GIRL'S 24" SCHWINN VARSITY BIKE, 10 spd., good cond., \$40. 483-1225.
MALAMUTE PUP, female, 3 months, shot, dewormed, \$99; call 4-10 p.m. 489-5824.
TWIN BEDS w-matt. & springs, good cond., make offer. 432-1870.
TELESCOPE, 6" f/8 reflector, equatorial mount, 3 eye pcs., 2X Barlow, ex. cond., case incl., \$600/best offer, aft. 6 p.m. 486-4006.
WEDDING DRESS, sz. 13, wht., med. train, good cond., lace trimmed. 447-9285.
POP-UP CAMPER, slps. 8, \$1,000 or best offer. 484-7826.
RADIO SHACK MODEL III COMPUTER w-48K memory, cass. tape recorder & software, \$450, weekends. 486-0135.

Elex calendar

- May 1-31 Membership Drive
- 11 Mother/Daughter Banquet, 4:45 p.m., GE Club.
- 13 Pen-El, 11:30 a.m., Amish Farm, Grabill.
- 15 Quintus Installation Banquet, 12 Noon, Halls Guest House.
- 15 El-Par Installation Banquet.
- 18 Honorettes, 12 Noon, Salem United Church.
- 18 Secret Pal Dinner, 6:30 p.m., Lambro's.
- 19 Partizan Installation of Officers, 12 Noon, Halls Guest House.
- 20 El-Par Luncheon & Auction, 11:30 a.m., Hobby Ranch House, North Anthony.
- 21 Second Shift Fur Showing & Luncheon, 11:30 a.m., American Motor Inn.
- 27 El-Par Breakfast & Board Meeting, 9:30 a.m., Denny's on Lima Road
- June 1 Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only.
- 4 Pen-El Board Mtg., 12 Noon, Ted Gouloff's.
- 5 Second shift end-of-year banquet, 11:30 a.m., Lambro's.
- 8 Joint Board Meeting
- 10 Pen-El Picnic, 11:30 a.m., Grabill Barn
- 13 Pen-El Trip to Metamora, IN for Strawberry Festival.
- 17 El-Par Luncheon, 11:30 a.m., Al's, Waynedale.
- July 8 Pen-El Social, 11:30 a.m., Hall's Guest House.

'77 AVION TRAVEL TRAILER, 26', frt dinnette, rear bath, extras, \$7900. 456-6083.

FOR RENT

MODERN LAKE FRONT COTTAGE, Hamilton Lake. 639-3007.

MOBILE HOME, 2 bdrms, \$250/month plus deposit, Cromwell location. 436-0647.

LOVELY COTTAGE, Englewood, FL, slps. 7, golf course, near beaches, wkly rates, avail. mid-April thru mid-Nov. 485-4264.

SERVICE

DJ & VIDEO for your wedding, party, etc., Musicman. 447-4447.

CONCRETE CONSTRUCTION - repair/re-place & new work. 456-1187.
FLOOR COVERING INSTALLATION, new or used, repairs, free estimates. 724-8421.
HOUSECLEANING JOBS - reasonable rates. 747-6073.

Volunteer Fire School to be held June 1-5

Volunteer Fire School will be held Monday, June 1, thru Friday, June 5. Attendance slips will be distributed over the next two weeks.

Spring Scramble - Brookwood - May 16

	Tee Team Time	Players
1	8:00	O'Hern, Boulton, Keeney, LaRue
2	8:07	Bradtmueller, Sutton, McBride, Buckmaster
3	8:14	Vassie, Bauer, Stillinger, Peterschmidt
4	8:21	Pickett, Harris, Thurber, Johns
5	8:28	Wilson, Auld, Shinneman, Franklin
6	8:35	Pcolinski, Chase, Conley, Miller
7	8:42	McCreary, Lantz, Gayer, Hoblet
8	8:49	Kenney, Wheller, Acheson, Gase
9	8:56	Paufve, Blackburn, Delaney, Vickerman
10	9:03	Cole, Mills, Nelson, Rodgers
11	9:10	Bashelier, Sykes, Parlow, MacLeod
12	9:17	Nevers, Trahm, Schoenherr, Guinrich
13	9:24	Shafer, Steinbacher, Jones, Hill
14	9:31	Phillips, Gottschalk, Patterson, Reas
15	9:38	Windell, Martin, Corry, Olwine
16	9:45	Glass, Engel, Stackhouse, Scherer
17	9:52	Korte, Cooper, Kennedy, Elder
18	9:59	Johnson, Fogle, Baughman, Kniss
19	10:06	Glover, Poland, Hoffman, Miller

	Tee Team Time	Players
20	10:13	Baker, Ketzler, Stauffer, Suelzer
21	10:20	Parra, Schrader, Grider, Cirillo
22	10:27	Giese, Kroemer, Sparks, Murphy
23	10:34	Hyland, Hedin, Schings, Norris
24	10:41	Stewart, Shaw, Abel, Stauffer
25	10:48	Gusek, Scanga, Chiamonte, Briggs
26	10:55	Payne, DeGroff, Uhen, Heminger
27	11:02	Johnson, Burges, Danforth, Crawford
28	11:09	Erleben, Mikol, Schachtschneider, Stout
29	11:16	Pettinger, Moody, Moody, Stokely
30	11:23	Stano, Kelsch, Widek, Bowers
31	11:30	Hagadorn, Hahn, Osbun, King
32	11:37	North, Rittenhouse, Gibbons, Merker
33	11:44	Hambrock, Spohn, Bersel, Hundley
34	11:51	Doespke, Handley, Coleman, Green
35	11:58	Gerke, McClure, Arnett, Metzler
36	12:05	Koloszar, Hatter, Mazelin, Truex
37	12:12	Shimer, Fuller, Asuderah, Thurther

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale*

☐ Wanted

☐ For Rent*

☐ Free

☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found

☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name

Address

City

Home Phone

Bldg.

The item(s) referred to in this ad are in no way connected with any business venture

Signature

Customer Service Operation celebrates anniversary

A year ago, employees from Sales, Manufacturing, Marketing and Engineering were brought together under one roof to form a focal point for customer service within the Motor Business.

"In addition to working with customers, the Customer Service Opera-

tion develops programs, routines and measurements to make sure we're serving them better than anyone else in the industry," explained Guy Rhoades, Components Sales Department general manager.

The most visible section of the Customer Service Operation is Customer Application and Order Service located

in Building 4-6. There you'll find many types of specialists dealing with a wide range of customer service issues.

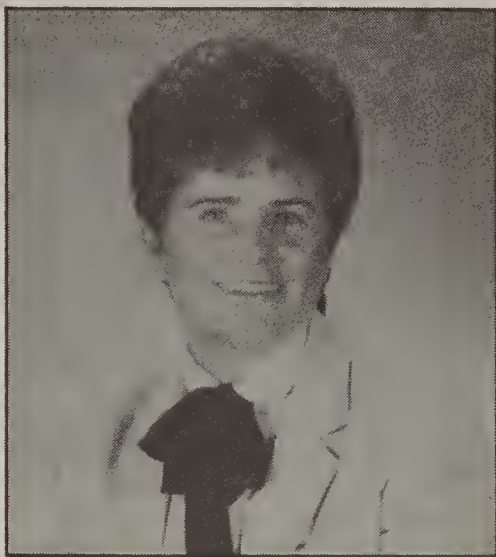
The other important functions under the CSO umbrella include Customer Scheduling and Inventory, Customer Service Support, Physical Distribution, After Sales Service and Customer Accounting.

"Bringing all of these functions together over the past year has required a great deal of cooperation and hard work by everyone involved.

I want to thank all the members of the operation and the related functions for their strong commitment and tireless effort during this first year," said Rhoades.

CSO employees share humorous experiences

As other articles in this GE News indicate, Customer Service is a serious matter that requires a lot of hard work. But there are fun moments as well. The GE News asked two Customer Service Operation employees to share a humorous experience they've had while working with a customer.



Mary Martin, telesales specialist

"I really want to make a good impression with my customers. In fact, I took the customer-ownership concept a little too literally one time.

"Instead of answering my phone, 'GE Customer Service,' I said 'Commercial Electric Motors' (Commercial is one of my distributors.). Consciously

and unconsciously, I think we all try to do our best for our customers. This must have been one of the unconscious times!"



John Barth, telesales specialist

"I conducted a couple of training classes for a distributor in Colorado

recently. To save the participants the inconvenience of renting a car or taking a taxi, I drove them to the airport, making trips after each class.

"On the last day, I finished one of the classes only 30 minutes before one of my students had to catch a plane. It took us about 20 minutes to get to the airport.

"As we pulled onto the airport grounds, I asked her what airline she was flying on, and she answered, 'Air Host.' I told her that I had never heard of that airline, but we started to drive around the terminal trying to locate it.

"After 5 minutes with no success, we looked again at the ticket and found that 'Air Host' was the name of the food service for the airline. Her flight was really on American Airlines.

"We ran inside, but it was too late. She missed her plane and had to catch one the next day.

"To top things off, I had a parking ticket when I arrived back at my car. Does that constitute going the extra

mile for a customer? Fortunately we were both able to find some humor in the situation. But next time I think I'll leave for the airport a few minutes earlier.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

Ehner

Continued from Page 1.

That means eliminating the problem at the root, before it becomes a problem for the customer. Through our Excellence Through Quality thrust, everyone in every function is taking more ownership in this area.

"The third area is Product Engineering and Purchasing. These organizations give us material productivity either through better buying or through more effective utilization of material. This helps us contain our costs and provide better value to the customer.

"Next, our Laboratory and Engineering people have the opportunity to aid in customer service. They do this by developing new motors for different applications or more efficient motors that allow our customers additional options over what they have today.

"Finally, Information Systems plays a role in customer service by speeding along transactions. To be effective today, we have to move data as accurately and rapidly as we know how. This makes our responsiveness as good as possible and reduces the customer's lead time.

"Systems also improves productivity and keeps our cost in line so that we can give the customer better value."

Morey

Continued from Page 1.

—and we've done that recently—four priorities are mentioned most. They are:

- meeting specifications/applications requirements;
- dependability in meeting promised delivery dates;
- performance in shipping the correct items;
- follow-thru on promises.

"Clearly you can see that getting the customer what he wants, when he wants it, is of prime importance.

"But effective customer service can be more subtle than just delivering good products and services—it also involves positive attitude.

"We've made a lot of progress in this area. But believe me, we can never be good enough. We need to clearly emulate a noticeable positive attitude over the telephone and in face-to-face interaction with the customer.

"Being positive is not only a more fun way to approach life, it's also an economically sound approach to business. If the customer likes dealing with us, then we'll stand a better chance of getting his order."

Bussick

Continued from Page 1.

customers' emergency needs. This has been a great strength of the GE Motor Business for a long, long time. Some plants call it supplements, some call it emergency scheduling and others call it schedule juggling. Whatever you choose to call it, our factory flexibility in handling emergency problems for the customer is a key selling point in winning future orders.

"Another thing we all have to do in Manufacturing is listen to our customers' needs. There are several avenues of communication between customers and the plants. Some of this communication comes indirectly through our field sales personnel who work on the front line with customers. In addition, we hold special forums where a customer visits the plant, or our employees visit the customer's plant. The purpose of these visits is to arrive at a common understanding for improving customer service.

"Communication is important because it helps us understand how the customer orders and uses our products, and it helps the customer understand how our plants operate to disciplined, frozen schedules and lead times. Customer service is a two-way street, and we need to continue to improve common understanding in the future.

"Finally, Manufacturing has the responsibility of improving our cycle time from order to shipment. We have a pilot program in three plants to implement "contemporary management" concepts in the coming months. The idea of these concepts is to permanently shorten cycle times and to make gains in inventory control, waste elimination (time and material) and set-up times. All of our plants will be analyzing their opportunities and learning from these pilot programs in the next year.

"Manufacturing's customer service job is a big one, and it's going to take a conscious effort on our part to make a significant, lasting improvement.

"Part of this effort will require new and standardized measurements for our plants. For example, we're more clearly defining what a 'promises-kept' record means. Just because we've shipped 98% of a customer's order on-time, that's not 100% promises-kept. The new and correct measurement is 100% of the customer order quantity with on-time delivery, as Taylor Street has demonstrated over the past year.

"When it comes to customer service, perfection is the name of the game. In today's highly competitive global business environment, customers aren't willing to accept anything less."

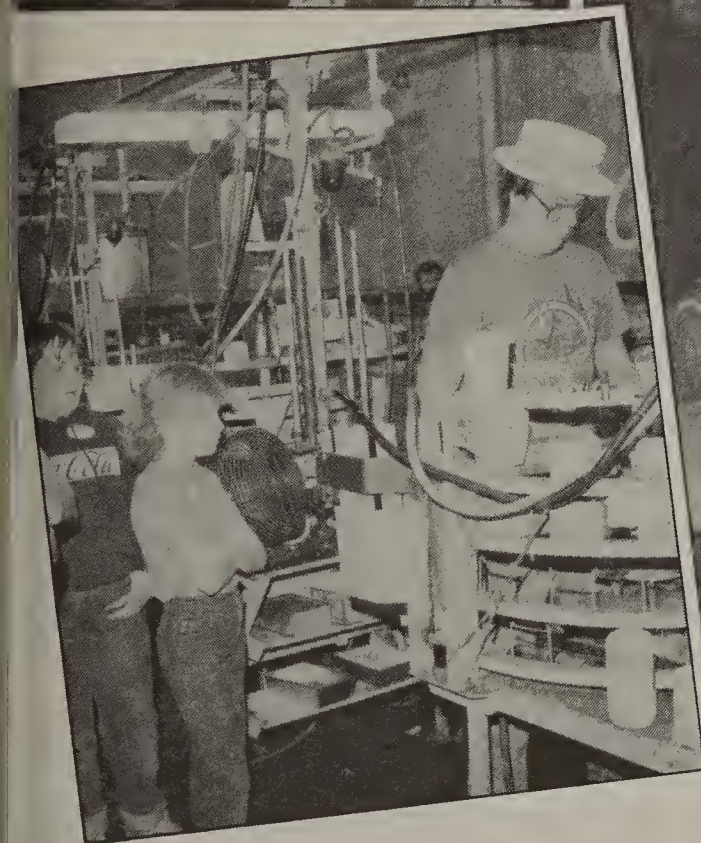
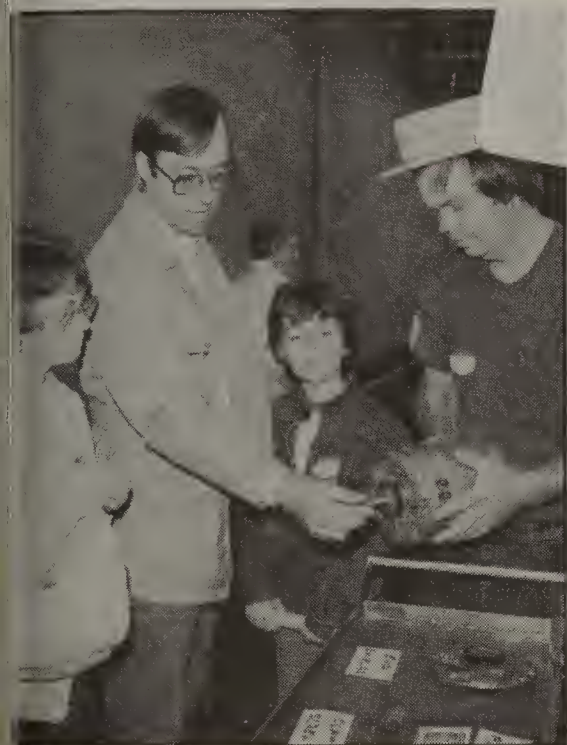


General Electric News

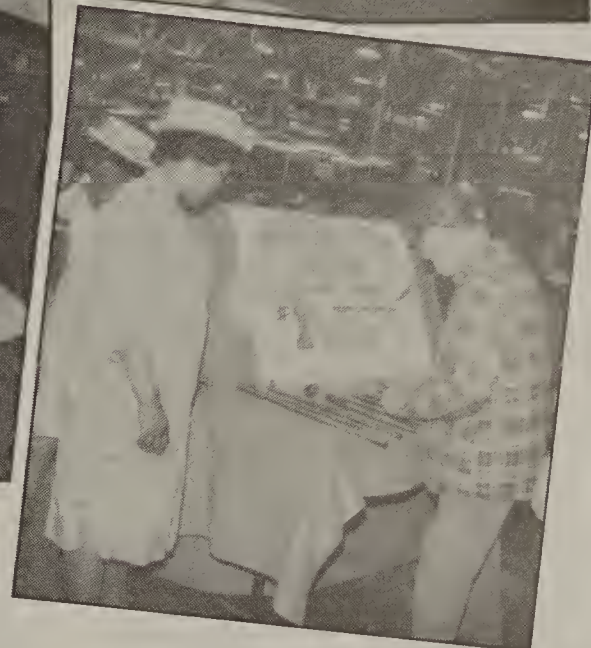
MAY 21, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 20



Section 14 employees hosted hundreds of family members and retired friends at their open house recently. Employees shown are (center) Juanita Corkwell, and (clockwise from top left) Dewey Renfrow, Dave Koop, Pendy Matson, Annette Brooks and Don Lambert.



1,000 attend Taylor Street Open House

"The whole thing was more successful than we ever hoped it would be." That's what John Schreiber had to say about Section 14's open house two weeks ago.

More than 1,000 employees, pensioners and their families attended the event, sponsored by "The Facts" communication team. Participants toured the plant, watched equipment demonstrations, caught up on old friendships and met each other's families.

"The thing that made it so great was that everybody participated. People took materials home and made signs, and went shopping for gifts, and cleaned their work area...it was strictly a volunteer effort," said Schreiber, who co-chaired the open house committee.

The committee was unsure at the outset how many people would volunteer, "but they just jumped right in

there and helped," said Charlotte (Charlie) Woods, another committee member.

"I was very impressed with the pride, excitement and degree of involvement demonstrated by Section 14 employees," said John Hofmeister, Motor Relations general manager. "The spirit of Taylor Street employees is impressive. The winning attitude I saw at the open house should be merchandised to our customers. Who would buy from anyone else?"

Pat Palmisano, plant manager, agreed. "This was a 'grass roots' open house. It was initiated by the employees, and totally run by the employees—a true expression of self-direction. I sincerely congratulate all the Section 14 people for a very successful and personally enjoyable open house."

For many, the open house was the first time their spouse or children had

ever seen the inside of GE. Mattie Peden brought 21 people, including her husband, children and grandchildren.

"There was so much going on, I didn't get to show everybody everything I wanted them to see," Peden said. "We went back to the house and talked about it all through the meal. For two nights, my grandson slept in his GE hat (one of the gifts given to participants.)"

The open house was also a good chance for retirees to see the many changes that have been made in the plant in recent years. Pensioners Harold and Beneil Amstutz were somewhat disoriented by the wall between Section 14 and ACSO. "Things are sure different than they used to be," Beneil commented.

Richard Pence, bench machinist, brought his brother and sister-in-law,

both Fort Wayne GE retirees. His brother had worked in Section 14 around 40 years ago.

"When he worked here, they hand-dipped endshields, and now robots do that. He was impressed with the modern technology. And they were both impressed with how clean things were."

Helen Romine enjoyed showing her new automatic winding equipment to pensioners who were accustomed to the old equipment or who used to wind by hand. "You could tell that they were very surprised at how far the company has progressed," she said. "I actually enjoyed working the open house. I really enjoy my job—that's nice to be able to say after 25 years."

Representatives from the Self-Directed Workforce Steering Committee expressed a sincere thanks and congratulations to Section 14 for a delightful afternoon.

Gary Bearman earns college degree after 21 years

After 21 years of attending night classes, Gary Bearman received his bachelor of science degree in chemistry from Indiana/Purdue Fort Wayne last week.

"I have a tremendous feeling of accomplishment right now," said the materials & process evaluation specialist in Building 19-5. "Getting a degree has always been a personal challenge of mine. I took it little by little, but I never lost sight of my goal."

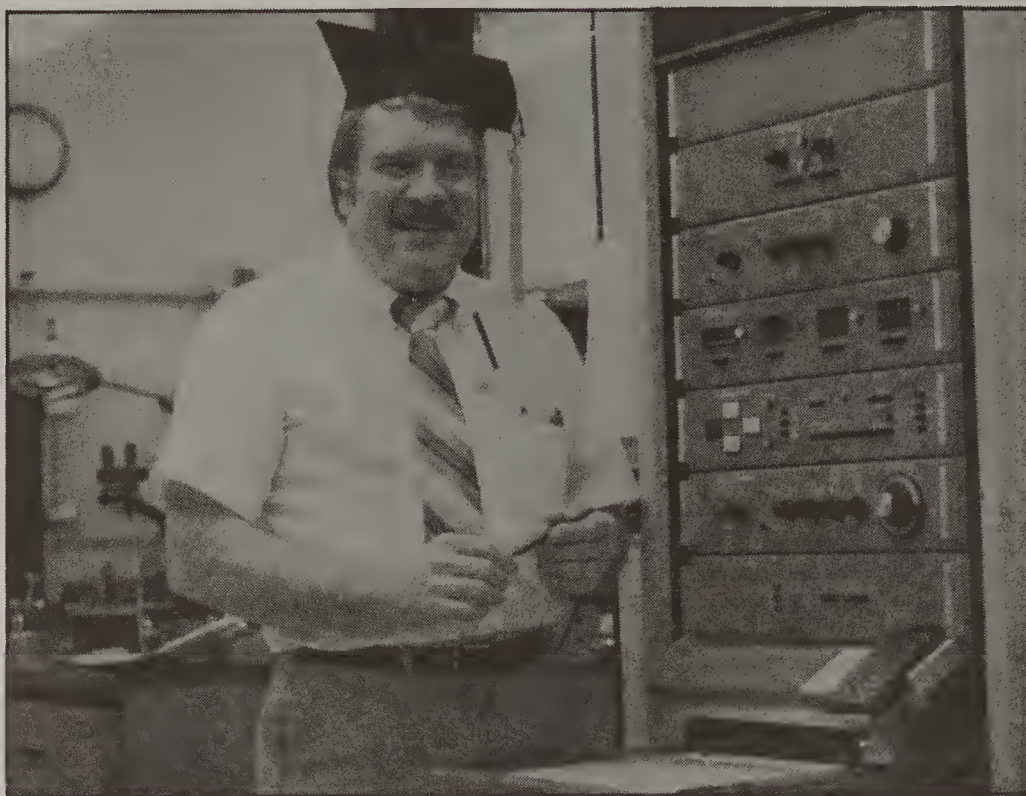
Bearman's education is an asset to him on the job, according to Carl Maucione, his manager. "Gary is involved in analysis of all grades of steel that go into motors. His analytical coursework has enhanced his skills in this area."

"I'm really happy for Gary. He's one heck of a dedicated person," said Maucione.

Credits his family

Bearman gives a great deal of credit to his family.

"My wife's the one who put the bug in my ear to go back to school after I had laid out for a few years. And my



kids have been extremely tolerant. I couldn't have done it without their support.

"I've also been fortunate to have managers who have been consistently

positive about my education. That really gives you a boost," he said.

The only negative part of finishing school, Bearman jokes, is that he'll suffer withdrawal symptoms from not

GE picks up most of his college expense

Gary Bearman used GE's Tuition Refund benefits to pick up most of his college expense at IPFW.

"As far as I'm concerned, everyone should take advantage of the opportunity we have here," Bearman said. "We're fortunate to live in a town that offers first-rate colleges, and to work for a company that is so high on education."

"GE has a lot of neat programs for educational expenses. I'm saving back money in the Savings and Security Program for my children's college."

attending class.

"I've developed a lot of valuable friendships at IPFW, both with other students and the professors. I'm going to miss it."

Here's April's S&SP report

Here are the prices used to credit Savings & Security Program accounts in April.

GE stock, \$105.018; S&S Mutual Fund, \$39.275; U.S. Savings Bonds, 50% of face value; HP Fund and Money Market Fund, \$10.00; and LT Fund \$11.33.

Year-to-date annual income rate for the HP Fund was 13.1% for '84 investments, 12.8% for '85, 10.6% for '86, and 8.7% for '87.

LT Fund's YTD annual reinvestment income rate was 8.2%; and for the Money Market Fund 6.4%.

Be alert of need to change dependent coverage

Employees are reminded that certain changes in your personal status or in that of your dependents require that you bring your GE insurance coverage in line with your changing life.

A list of changes which might require changes in coverage follows:

- When your 18-year-old child completes high school, gets a job and moves out to live on his own. You may no longer cover him as a dependent, but coverage through an

individual conversion policy is available.

Unmarried children ages 19-22 who are not employed full time and are principally dependent upon you for support are eligible for continued coverage. At age 23, coverage will terminate unless the child is either a full-time student or incapable of self-sustaining employment because of mental illness, retardation or physical handicap.

Continued on Page 3.

Junior Achievement advisors needed

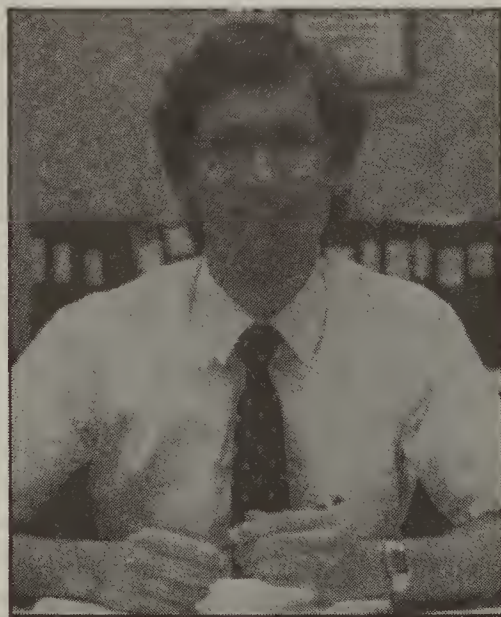
Picture yourself teaching a course in "applied economics" to a group of high-school students...or instructing 8th and 9th graders in a program called "Project Business"...or helping high-school students manage and operate their own companies?

These and other exciting opportunities are made available through Junior Achievement. JA adult volunteers aid millions of youngsters in learning basic business skills.

GE employees have been a part of that effort for a long time. In fact, GE-sponsored Junior Achievement companies have earned top honors nationally. To continue this support, employees are being asked to volunteer as advisors this year.

The JA Company program runs 15 weeks, with early evening meetings held once a week. Last year, 1,500 area high school students participated.

On Thursday, May 28, at 1:30 p.m., there will be an informational meeting in the 26-2 conference room for any Fort Wayne GE employee interested in becoming a JA advisor. Details on the program will be made available at the meeting.



Dan Wise, Transformer specialist—operations analysis, served as a Junior Achievement advisor last year. His student company produced and marketed pen sets. "It was really enjoyable to be involved with teenagers. And the program gave me an interesting perspective on how various business functions work together. JA is definitely a worthwhile experience."

Folder tells why Savings Bonds are 'the great American investment'

"Guaranteed competitive earnings ... great tax benefits ... complete security ... easy to buy ... affordable and flexible ... strengthen America's economy."

Those are some of the advantages of buying U.S. Savings Bonds explained in the small folder employees are receiving in their paychecks.

Prepared by the Savings Bonds Division of the U.S. Treasury Department, the folder is being distributed to GE employees to help explain how the market-based interest rate works and why Series EE Savings Bonds are called "The Great American Investment."

GE employees are already among the leaders in the purchase of Savings Bonds. In fact, GE (including components formerly affiliated with RCA) was third in the nation among 75 companies and areas of government with more than 5,000 employees which excelled in the enrollment of new savers or savers who increased their purchase of Savings Bonds during 1986.

The Department of Defense was first, followed in second place by the U.S. Postal Service.

Buy two, get one free

Most GE employees who invest in bonds use the Savings & Security Program because it offers a 50% matching payment from the company on investments of up to 6% of pay (7% if you have participated for the required holding period).

This means that S&SP participants can buy savings bonds and receive not only the market-based interest rate and the tax values, but also a matching "bonus" investment of 50% of the amount they invest. In effect, GE will make a matching investment of one bond for every two you purchase under S&SP up to the limit of matching.

U.S. Savings Bonds are also an investment choice in the Deferred Pay Account and the Retirement Option Account of S&SP.

Table Tennis tournament champs



Table Tennis League team tournament champs are (back row from left) Paul Montes, retired; Govind Vanjanli, Technology, Building 31-2; Carl Kuzeff, retired; and Frank Avila, retired. Doubles champs (front row from left) are Raj Shah, Technology, Building 19-5; and Lenny Shug, Decatur. Shah was also the singles tournament winner.

Coverage

Continued from page 2.

- **When you marry.** You must enroll your spouse for dependent coverage. Enrollment doesn't happen automatically. If you enroll your spouse within 31 days of your marriage, he or she will not have to provide proof of good health which is otherwise required by the insurance company. If you enroll your spouse after the 31-day enrollment period, you must pay the expense of acquiring a doctor's proof of insurability.
- **When you marry someone whose children become solely your dependents (whether adopted by you or as stepchildren residing in your home.).** The same conditions as above apply: You must elect dependent coverage within 31 days of your marriage

- to avoid the proof-of-insurability requirement.
- **When you or your GE-insured spouse give birth.** Newborn infants are automatically covered from birth if you have dependent coverage in effect at the time the child is born. There is an exception to this policy for those covered under the Blue Cross Care Plan. Preferred Care requires registration of all dependents, including newborn. To add a newborn or make any other change to your list of dependents under Preferred Care, you should obtain a form from Personnel Accounting or Employee Relations and complete it.
 - **When your spouse dies.** Unless you have eligible dependent children, cancel dependent coverage.

Fire training times set

Two-hour Volunteer Fire training will be conducted from 7:30 to 9:30 a.m., noon to 2 p.m., and 3:30 to 5:30 p.m. on June 1, 2, 4, and 5. Forms for those interested in volunteering are

being distributed this week. If you haven't received a form by next week, but would like to volunteer, contact Dan Moore, Plant Protection manager, on extension 2376.

Adlets

Let's do it again!

- FOR SALE**
- RAILROAD TIES**, \$6 ea. 485-2002.
- 35 SCHULT**, 14'x80', 3 bdrms, 2 baths, util. room. 636-2914.
- FURNITURE**: sofa, chairs, tbls, bookcases, lamps, and other. 437-7877.
- CANNING OR FREEZING JARS**, 1 pt., \$1/dz. 744-6615.
- 80 YAMAHA MIDNIGHT SPECIAL**, 850 CC, runs great, good cond. 447-4344.
- LAWN & GARDEN TOOLS** - edgers, shovels, rakes, rototiller, etc. 447-4022.
- WOOD WINDOW SHUTTERS**, 16, natural fin., 10"x24", hdwre incl., for inside use, 1/2 price, aft. 4 p.m. 747-6524.
- TRAILER ON LAKE FRONT LOT**, Diamond Lake, \$650, adults. 745-7734.
- LAKE PROPERTY**, 12'x60', trlr & garage on large lot. 745-7603.
- SINGLE BED**, wood, complete. 426-2357.
- 10 HP CRAFTSMAN MOWER**, 36", ex. condition, \$500. 432-2183.
- SOFA** w-mtchg chair & ottoman, bge plaid, very nice, aft. 5 p.m. 485-9870.
- SEARS THREE-QUARTER ACRE BUG-WACKER**, \$30. 485-6974.
- WEDDING DRESS**, sz. 13, wht, med. train, good cond., lace trimmed. 447-9285.
- 77 CHEV. CAPRICE THREE-SEAT WAGON**, 81,000 miles, 350 V8, ps, pb, tlt, pwr wdws & locks. 747-5461.
- SOFA BED**, bwn tweed, \$50; olive love seat, \$40. 637-8640.
- NEW GE CB RADIO**, 40 ch., in box. 447-0691.
- 20" SPECIAL DOUBLE CHAIN DIRT BIKE**. 447-2280.
- 83 GMC STARCRAFT VAN CONVERSION**, very good cond., 41,000 miles. 432-7927.
- 86 MERCURY LYNX**, 16,000 miles, 5 spd., must sell, \$5,300. 483-2613.
- 35' RV**, on 60'x60' lot, full hook-up, much more. 484-2888.
- GM THREE SPEED TRANSMISSION** w-Hurst shifter, \$80. 447-1126.
- HUFFY PRO THUNDER DIRT BIKE**, fully equip., blue/yel, ex. cond., \$40. 489-3844.
- '84 HONDA INNERSTATE MOTORCYCLE**, must sell, \$2,500. 456-7854.
- BABY SWING**, good condition, \$12. 447-1474.
- CRAFTSMAN SOCKET SET**, drives w-ratchet wrenches, \$15. 483-4910.

- RIDE WANTED**
- ST. JOE, IN. BDWY**, 1st shift. Ext. 3646.
- FOR RENT**
- ORLANDO-DISNEY WORLD**, completely furn. condo, 2 bdrms, 2 baths, golf, tennis, pool, jacuzzi. 1-414-463-8673.
- APT.**, 914 W. Jefferson, one bdrm, large, redc., appl & util, reas. 747-4066.
- LOVELY COTTAGE**, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avil. thru Nov. 485-4264.

Golf scores - 5/14

- GOLF SCORES - 5/14**
- BIRDIES**: Grote, Johns, Gottschalk, Pickett, Coffee, Closson, Bell, Sopina, Fields, Witzigreuter, Lauterberg, Ross, Rodenbeck, Cole, Sutton.
- LOW NET** - Johns, 31.
- LOW GROSS** - Johns, 36.
- GOLF SCORES - 5/7**
- BIRDIES**: Jones, Witzigreuter, Gillaume, Brokaw, Pickett, Phillips, Reas.
- EAGLE** - Steinbacher.
- LOW NET**: Cobb, Pickett, Ross, 33.
- LOW GROSS**: Cobb, 36; Pickett, 37; Gottschalk, 38.
- LOW PUTTS**: Steinbacher, 10.

In memory

- Marlon Worman**, Orange Park, Fla., died May 6. He retired from GE in 1966.
- Miles R. Cameron**, 2519 Westbrook Dr., died May 7. He retired from GE in 1976.
- Donald L. Krlinn**, 2020 Woodhaven Dr., died May 7. He retired from GE in 1965.
- Dean R. Lockwood**, 2804 Thompson, died May 8. He retired from GE in 1971.
- Allce E. Young**, Decatur, died May 8. She retired from GE in 1964.

- SERVICE**
- TYPING** - term papers, resumes, etc. 637-2702.
- CONTINUOUS GUTTER & SIDING**, free est. 627-2429.
- CONCRETE CONSTRUCTION** - repair/replace, new work. 456-1187.

Elex calendar

- May 1-31** Membership Drive
- 27** El-Par Breakfast & Board Meeting, 9:30 a.m., Denny's on Lima Road
- June 1** Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only.
- 4** Pen-El Board Mtg., 12 Noon, Ted Gouloff's.
- 5** Second shift end-of-year banquet, 11:30 a.m., Lambro's.
- 8** Joint Board Meeting
- 10** Pen-El Picnic, 11:30 a.m., Grabill Barn
- 13** Pen-El Trip to Metamora, IN for Strawberry Festival.
- 17** El-Par Luncheon, 11:30 a.m., Al's, Waynedale.
- July 8** Pen-El Social, 11:30 a.m., Hall's Guest House.

- LIVE MUSIC** for weddings, parties, dances. 489-3704.
- DJ & VIDEO** for your wedding, party, etc., Musicman. 447-4447.
- SWEETCAKES THE MAGIC CLOWN SHOW** - graduation parties w-gorilla, gifts, inc. 745-1545.
- PHOTOGRAPHY FOR WEDDINGS**, Portraits and special occasions. 486-3080.
- HOUSECLEANING JOBS**, reasonable. 432-4268.

WANTED

150 USED BRICKS. 483-1225.

Visit the Building 21 branch

FORT WAYNE NATIONAL

that's my BANK

***ADLETS**

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Employee Food Drive set for June 12

The GE Food Drive for the Associated Churches Food Bank is set for Friday, June 12.

GE people have raised more than \$22,500 and 15,000 tons of food for hungry people in Fort Wayne since the drive began in 1983. Cash contributions were significantly enhanced last year through gift matching by the

GE Foundation's "More Gifts...More Givers" Program.

"We hope that even more employees this year will consider contributing cash through More Gifts...More Givers," said Jim Martin, 1987 Food Drive chairman.

"We'll distribute gift-matching forms with paychecks in June so that em-

ployees will have enough time to fill them out before the drive."

Using More Gifts...More Givers, employees who contribute \$15 or more will have their gift matched by the GE Foundation.

"Cash really goes further than groceries do because the Associated Churches

can buy food at volume prices," explained Jim Schmitt, Lodge 70 representative on the Steering Committee.

"Last year's food drive was by far the most successful of all years due to increased participation and the More Gifts...More Givers Program. We hope to see even greater results this year."

Walt Martini wins 1987 Alger Award

Walt Martini, senior design engineer of industrial motors at Taylor Street, was co-winner of the 1987 Alger Award.

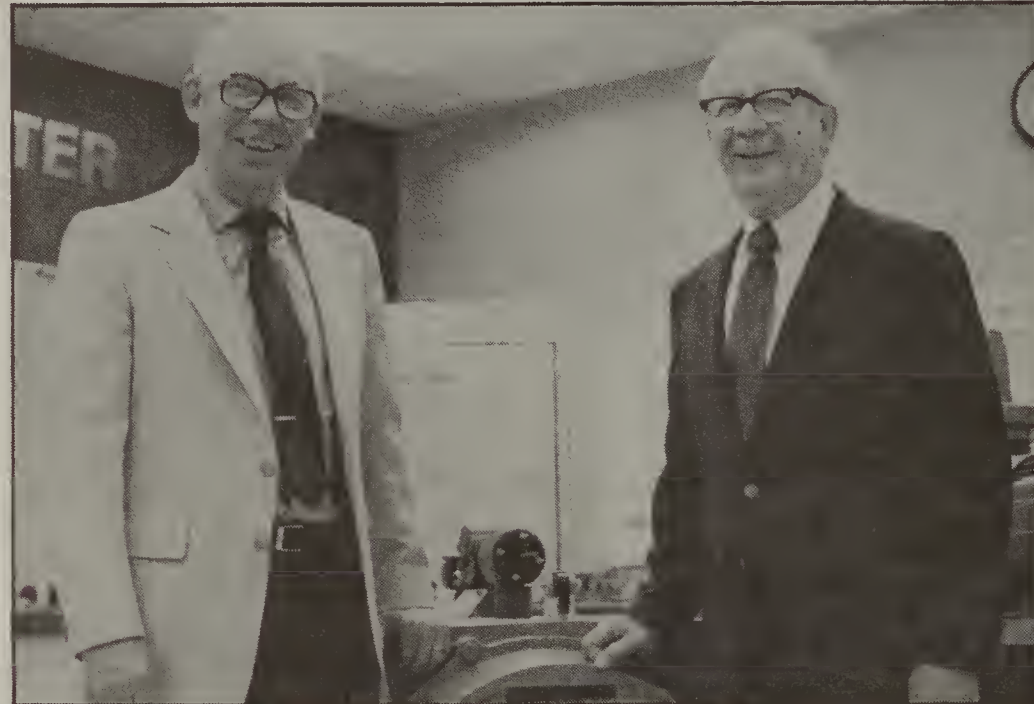
The award was presented by David Genever-Watling, Motor Business vice president, during the semi-annual meeting of the Electrical Machinery Development Symposium held in Fort Wayne. He also presented an Alger Award to Gordon Herzog, design engineer for Canadian General Electric.

Martini's long list of accomplishments includes the design of Energy Saver and Energy Saver II motor lines. Energy Saver has grown to be a large portion of the Motor Business' integral motor production. Martini's contribution has kept GE in a technical leadership role.

Beyond his design work, Martini is known for his understanding of customers and their needs. He has been instrumental in educating customers in their usage of the Energy Saver design.

Outside of GE, Martini is active in his church and the community, and has spent many extra hours developing standards and codes for the motor industry.

Clovis Linkous, manager of the Technical Resources Operation, was given special recognition by his peers for his long-standing efforts in sponsoring, advocating and managing the



Shown at right is Walt Martini, winner of the 1987 Alger Award. Clovis Linkous, left, received special recognition.

the Alger Award and his many other engineering activities and interests.

The Alger Award recognizes sustained engineering contributions to GE in the field of rotating machinery. Recipients receive a plaque bearing a likeness of Philip L. Alger, the GE engineer for whom the award is named.

The plaque was designed by Indiana/Purdue Fort Wayne Art Professor Hector Garcia.

The recipient may designate a recipient of a \$3,000 grant to further education in engineering and science.

Martini has designated the \$3,000 award to his alma matter, Tulane University.

Nominations open for Steinmetz Awards

Nominations for GE's coveted Steinmetz Awards are now being accepted. The awards honor company engineers or scientists who have made outstanding contributions to GE and to society.

All GE engineers and scientists (except in those in corporate staff components) are eligible for Steinmetz Awards. Nominees may work in manufacturing or service as well as in engineering. Criteria for selection include individual achievement over a sustained period in product and process development, manufacturing, engineering or service productivity, or cost and quality improvement.

Although managers of technical work may qualify for the awards, they will be judged on the basis of their individual technical contributions, rather than management skills. An employee may receive only one Steinmetz Award in his or her career.

Motor nominations for the Steinmetz Award should be submitted by May 30 to Clovis Linkous, selection committee representative, Building 19-5. Transformer nominations should be submitted to Glenn Krewson, manager of Technologies, Building 26-2. ACSD employees should submit applications to Janet Laing in Relations.

Personal Share Statements going to 235,000 employees

Personal Share Statements are now being mailed from Schenectady, N.Y., to the homes of approximately 235,000 GE people across the country.

"All GE employees on the payroll or absent with protected service at the end of 1986—except those who leave the company before the statements are mailed—will receive a statement," said Doyt Schaadt, Personnel Accounting manager. "We expect that all statements will be delivered by June 1."

Personalized inventory

"The Personal Share statement is a personalized inventory of benefits as they apply to each employee," Schaadt said.

Brimming with facts and figures, the statement provides answers to such questions as:

- How much do I have invested in the Savings & Security Program?
- How much GE stock has been

credited to me under ESOP (Employee Stock Ownership Plan)?

- What's the estimate of my retirement income at age 60, 62, and 65?

- How am I covered for medical and dental expenses? Are my dependents covered?

- Am I enrolled in the Long Term Disability Insurance Plan and the Personal Accident Insurance Plan?

- What financial protection do I have for my dependents?

"The statement also provides an indication of the thousands of dollars each of us would have to pay to duplicate our benefits on the outside," Schaadt said.

"For example, under the medical expense section you can find the estimated annual cost to you for comparable coverage under an outside insurance policy if it were available. And under the retirement section you'll find approximately how much you'd have to pay in a lump sum to have monthly retirement income equal to

what your GE pension will provide at age 65," he explained.

Review with family

Schaadt urges each person to review his or her statement carefully. Make sure other family members are aware of the broad range of benefits available.

"Someone besides you needs to know the benefits coverage available to protect the well-being of you and your family now and in the future," he added.

With so many facts and figures packed into the Personal Share Statement, there are bound to be questions about some of the information.

If you have questions about your statement or would like to make any changes in your benefits coverage, please contact Employee Relations or the Personnel Accounting office. ACSD employees who need assistance should contact Sandra Herbold in Relations.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



General Electric News

MAY 28, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 21

Hourly, nonexempt pay to increase June 29

Hourly and nonexempt-salaried pay rates in Fort Wayne will go up Monday, June 29, as a result of a combined general and cost-of-living increase negotiated by GE and the union in 1985.

The general increase will be 3% of current rates, and the cost-of-living adjustment (COLA) will add 15 cents to hourly rates and \$6 per week to nonexempt-salaried rates.

"The good news is that a GE job, especially coupled with our benefits package, is an excellent job to have. The bad news is that this pay increase aggravates the competitive gap between the Motor Business and its competitors," said Tom Callant, manager of compensation and health-care cost.

"Our chief competitor Emerson has actually lowered wages in some of their plants over the past year and has bypassed normal increases in others.

"This is an issue that we simply must address. One thing we must do is continue finding every way possible to lower our costs and improve our productivity."

COLA payment

The amount of the COLA was determined last week by the government's announcement of April's consumer price index for urban wage earners and clerical workers (CPI-W). The index increased 2.3% from October 1986 through April 1987.

Under the formula for determining the size of the COLA, each full 0.15% rise in the CPI-W during the October-April measurement period results in a one-cent-an-hour pay increase.

These increases will add to the series of pay gains in the past two years. In 1985 there was a pay structure modification for many jobs, a lump-sum payment of 3% of annual straight-time earnings and a cost-of-living adjustment. In 1986 a 3% general increase and a COLA payment further boosted local pay rates.

Do you know how much you're worth?

What will be the size of your GE pension and Social Security when you retire? How well are you protected under GE insurance plans? How much do you have invested in the Savings & Security Program (S&SP)? How much stock did you accumulate under the Employee Stock Ownership Plan (ESOP)?

These and many other questions are answered in the Personal Share Statement.

Your statement reflects your specific circumstances: your age, Pension Service Credits, and your selection of options under the many benefit plans.

This year the Personal Share Statements are being mailed directly to employees' homes instead of being distributed to them at GE as in the past. It is estimated that all statements will be mailed from Schenectady, N.Y., by June 1.

This valuable document should be studied, discussed with other family members and kept for future reference. It shows the considerable values that go along with your GE paycheck.

If you have any questions about your statement or would like to make any changes in your benefits coverage, please contact Employee Relations or the Personnel Accounting office. ACSD employees who need assistance should contact Sandra Herbold in Relations.

PA MANAGER
130 MAIN STREET
SOMERSWORTH, NH 03878

Please notify your Payroll Unit if your address has changed

JOHN P. DOE
37 ROCKY BEACH RD
DOVER, NH 03820

D86 0427406

GENERAL ELECTRIC BENEFITS
YOUR PERSONAL SHARE STATEMENT
as of December 31, 1986

- PENSION UNIT NUMBER D86
- SOCIAL SECURITY NO 444-55-9999

Dear Fellow Employee:
Your efforts have built a vibrant and thriving GE, well-positioned for the future. This statement describes benefits that your achievements have made possible. I urge you to review this summary carefully and take full advantage of the optional benefits available to you.

as you plan for the future
My best for a great '87 to you and your family
Cordially,
John F. Welch, Jr.
John F. Welch, Jr.

INVESTMENTS FOR YOUR FUTURE
Savings and Security Program
Excludes January 1987 distribution

Unit/Share Price as of Dec. 31, 1986	U.S. Bonds	Money Market	GE Stock	Mutual Fund	HP Fund	LT Fund	Total
1984 Holding Period	\$1,000	\$10.00	\$86.00	\$35.48	\$10.00	\$12.42	
1985 Holding Period	\$1,000		15.2				
1986 Holding Period	\$1,000		13.8	5.1	10.0		
Proportionate Company Payments on these Savings							
Income on Holding Period Amounts							
Retirement Option Account							
- Excluding Deferred Pay							
- Deferred Pay							
Total Units/Shares Rounded to Unit/Shares		150.0	1.5	0	267.0	21.7	
Your Portfolio Value in S&SP as of Dec. 31, 1986		150.0	7.7	0	0	0	
Plus Unassigned Cash	\$3,000	\$1,500	\$3,285	\$5.3	\$363.7	\$55.3	
Employee Stock Ownership Plan (ESOP)							
Shares of General Electric Stock							
Credited Previously		16,7296					
Credited During 1986		1.7000					
Dividend Income - 1986				0.5200			
Total Shares					18,9496		
Dec. 31, 1986 Total ESOP Value							\$1,630

WHEN YOU RETIRE
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
65	\$938	\$729	\$1,667
66	\$938	\$729	\$1,667
67	\$938	\$729	\$1,667
68	\$938	\$729	\$1,667
69	\$938	\$729	\$1,667
70	\$938	\$729	\$1,667
71	\$938	\$729	\$1,667
72	\$938	\$729	\$1,667
73	\$938	\$729	\$1,667
74	\$938	\$729	\$1,667
75	\$938	\$729	\$1,667
76	\$938	\$729	\$1,667
77	\$938	\$729	\$1,667
78	\$938	\$729	\$1,667
79	\$938	\$729	\$1,667
80	\$938	\$729	\$1,667

WHEN YOU RETIRE (continued)
JULY 1, 2003 - is your normal retirement date at age 65 based upon your birth date of JUNE 15, 1938

Age	GE Pension	Social Security	Total
-----	------------	-----------------	-------

GE NEWSLINE

'Garage sale' clears junk; nets \$250,000 for Turbine

The Turbine Business Operations in Schenectady, N.Y., recently staged "one of the world's biggest garage sales," getting rid of nearly 7 million tons of junk and generating \$250,000 in revenue.

Officials pointed out that "aging junk" accumulating around buildings was a drag on efficient plant operations and created an eyesore. So between May and October last year, Turbine shipped out more than 100 truckloads and 30 rail cars of obsolete engineering and test equipment, manufactur-

ing-shop equipment and inventory that had long since been written off.

A wide range of businesses, from salvage dealers to precious-metal merchants, bought the materials. The \$250,000 generated by the sale was realized at practically no cost and has been plowed back into more efficient inventory operations.

Reducing inventory is a high priority throughout GE. A companywide Inventory Council cut stocks by more than \$1 billion last year.

Volunteer Fire School forms distributed

Enrollment forms for Volunteer Fire School have been distributed. The forms are due by tomorrow, May 29.

If you did not receive a form but would like to participate in the training, please call Dan Moore on 2376.

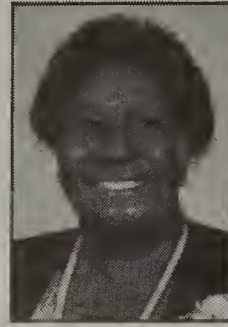
Quarter Century Club sets outing for Sept. 12

The annual Quarter Century Club outing is scheduled for Saturday, Sept. 12, at the Memorial Coliseum. Those

with 25 or more years of service should watch for future issues of the GE News for reservation forms.

Employees choose June retirement

Mary Roberts retires with 32 years of service. She began as a coil placer in Hermetic Motor and retires as a switch assembler at Taylor Street. "God has blessed me to have worked 34 years at GE without a major illness. I'm going to miss my friends and co-workers. But with travel, fishing and church, I'll be alright."



Mary E. Saxton retires with 40 years of service. She began as a stator winder in Building 17-3 and retires as a purchasing clerk in Technology. "I consider myself fortunate to have worked at GE these forty plus years. The benefits I have and will receive cannot be compared. I have no definite plans for the immediate future. I will certainly miss my many friends and co-workers."



GE insurance claims due by June 29

Employees are reminded of the June 29 due date for filing medical and dental claims.

This deadline applies to both the Connecticut General Plan and Preferred Care of Indiana.

Broadway Motor Business employees may pick up claim forms from a supervisor or the Personnel Accounting office, Building 18-1.

Forms are also available in the Section 14 planning (technical support) office. Transformer employees should obtain forms from a supervisor and/or the Relations office, Building 26-2. ACSD employees may get forms from any secretary.

Properly completed claim forms, along with medical statements, should be sent to the proper address listed on the form.

Adlets

Let's do it again!

RIDE WANTED

RIDE HOME AT 4:30 to OSSIAN or BLUFFTON, June & July only. 428-3069.

FOR SALE

MAPLE DINING CHAIRS, 2; 2 oil paintings, 29"x53" & 16"x27". 485-3502.

'57 CHRIS CRAFT, V8, 300 HP, w-trlr, \$1,500; call aft. 5 p.m. 1-488-2677.

'79 VW RABBIT, four spd, one owner, 59,500 miles, ex. cond., \$1,900. 485-6974.

LIVING ROOM COUCH & CHAIR, drapes-lined. 432-6170.

GENERATOR, new, prtbl., 3,750 watts, good buy. 1-337-5258.

2 FIRESTONE 721 TIRES & RIMS, P185/75R14 like new. 432-8780.

QUEEN SIZE WATERBED, complete with mirror headboard, mattress cover, sheets, leather side railings, \$200. 747-7980.

YARD SALE, June 5th & 6th, 949 Bell Ave., New Haven.

2 GARAGE SALES, 1200 Bk. Lake Forest Dr., June 5&6, 9 a.m. to 5 p.m.

10 CU. FT. CHEST FREEZER, 1 owner, cream color, excellent cond., \$150. Mobile Home, 1 bedroom. 489-6155 or 429-2931.

GARAGE SALES, Bittersweet Moors, 2 1/2 mi. West of I-69 on U.S. 24, May 30, 8 a.m. to 3 p.m.

1975 HONDA MOTORCYCLE, 500 CC, low mileage, 745-7603.

FENCE, POST, AND CORNER POST, wood enscreen door. 447-1126.

80 CHEVY TRUCK, good condition, FM/cas-sette, custom delux, 638-4425.

3 BDRM. RANCH, Roanoke, cntrl air/gas heat. 432-4595.

APPLE II COMPUTER BOARDS, micromodem IIe \$50, Grappler interface, \$25. 483-4910.

MOBILE HOME, corner lot, 2 bedroom. 436-3609 or 432-0068.

77 CHEVY CAPRICE THREE SEAT WAGON, 81,000 miles, 350 V8, PS, PB, Tilt, Pwr. windows & locks. 747-5461.

MICROWAVE, & gold recliner, like new, after 5 p.m. 489-5417.

CONTEMPORARY SOFA & LOVE SEAT, excellent condition, 693-9534.

OLDER MOBILE HOME, 12x60, excellent condition, \$4,500. 486-4633 or 747-5134.

1978 LTD2, 4 door, top condition, air, radio, 1 owner, \$1,950. 625-4014.

SERVICE

CONCRETE CONST, repair, replace, new work, 456-1187.

SIDING, replace windows, remodel, free estimate. 484-5002.

SWEETCAKES THE MAGIC CLOWN SHOW, or graduation party w/gorilla, gifts included. 745-1545.

EXPERT PAINTING, experienced, free estimate, 432-3305.

LIVE COUNTRY AND COUNTRY ROCK MUSIC, for parties, weddings, dances. plan ahead, call today for booking info. 489-3704.

Elex calendar

May 1-31 Membership Drive
27 El-Par Breakfast & Board Meeting, 9:30 a.m., Denny's on Lima Road

June 1 Elex Installation Banquet, 6 p.m., Lester's Party Room, by invitation only.

4 Pen-El Board Mtg., 12 Noon, Ted Goulouff's.

5 Second shift end-of-year banquet, 11:30 a.m., Lambro's.

8 Joint Board Meeting

10 Pen-El Picnic, 11:30 a.m., Grabill Barn

13 Pen-El Trip to Metamora, IN for Strawberry Festival.

17 El-Par Luncheon, 11:30 a.m., Al's, Waynedale.

July 8 Pen-El Social, 11:30 a.m., Hall's Guest House.

FRESHEN YOUR HOME, carpet cleaning, painting, 422-1752.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition, 1-724-8011.

FOR RENT

MYRTLE BEACH S.C., vacation rental, lovely condo, 2 bedrooms, 2 baths, porch, in/out pools, near beach/golf, 216-526-1258.

In Memory

Richard C. Seldel, 7526 W. U.S. 24, died May 21. He retired from GE in 1973.

Glen Stanton, Garrett, died May 19. He retired from GE in 1965.

Paul C. Strombeck, 230 W. Sherwood Terrace, died May 18. He retired from GE in 1972.

John C. Willsey, 2310 E. Cox Dr., died May 14. He retired from GE in 1983.

Fred N. Alles, 1630 Hinton Dr., died May 15. He retired from GE in 1965.

Austin Reimund, 2121 St. Louis Ave., died May 19. He retired from GE in 1964.

Ella M. Grimes, Albion, died May 16. She retired from GE in 1977.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

Libra JUNE 4, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 22

GENERAL PERIODICALS
NON-CIRCULATING

Inventory awareness increases at STO

"Today there is a greater awareness of the need to control inventories in Specialty Transformer than at any time I can remember," said Ken Buchan, STO's manager of inventory control and master scheduling.

This awareness, he said, extends to all three categories of inventory—raw, in-process and finished goods.

Raw material

One way STO minimizes its amount of raw material on-hand is by engaging in "build-and-hold" arrangements with local suppliers. Under these arrangements, suppliers manufacture components in advance and then hold them until STO needs them. The supplier achieves a cost savings by building the components in larger lots, and this savings is passed on to STO.

"Vendor consignments" also help minimize raw inventories. The vendor delivers components or materials to STO, but they are not on STO's books until they are actually in-process. The costs of holding materials are incurred by the vendor.

STO buys 70% of its raw materials from the local GE Wire Mill and from steel manufacturers who deliver on nearly a Just-In-Time basis. The Wire Mill, for example, often delivers on the same day the wire is needed for production.

"We really consider these suppliers an extension of our process," Buchan said.

In-process inventory

Materials in production, or "in-process," are more difficult to measure and keep track of.

"We rely on our production control people, shop supervisors and hourly production employees to maintain an efficient and smooth flow of in-process materials. These people are the eyes and ears of our inventory control system. They can keep materials moving or they can hold them up. By building our products right the first time, they eliminate the need to hold up materials."

Raw and in-process inventories at STO have been reduced by nearly 30% on an inventory days basis since the beginning of 1987.

Finished goods inventory

Transformer stock sales represent 70% of STO's total volume. Each stock item is reviewed weekly to compare sales projections to what is on-hand. This comparison helps determine the need to replenish stock.

Periodically all stock models are reviewed and assigned a "service-level



Specialty Transformer's raw materials are stored in controlled stock rooms under the direction of Fio Smith. Above, Smith, Stock Room Leader Les Palmer and Stockkeeper Max Plummer review an incoming load of wire for receiving and adding to a computer inventory record.

classification." This classification indicates the quantity and frequency at which the products are manufactured. For example, items assigned an "A" classification are the most popular models, and those are generally manufactured every week. "B" and "C" items are manufactured monthly or every other month.

The constant monitoring of each of the stock models has enabled STO to maintain its stock service level at nearly 97%. In other words, when a customer requests a transformer, that transformer is available 97% of the time.

At the same time, finished-goods inventory days have been maintained in the 30-40 day range. This means it would take 30 to 40 days to exhaust the total supply of transformers in-stock. The higher end, 40 days, is to provide for vacation Shutdown.

STO's ability to manage both its raw and finished goods inventory is enhanced by a computer system which stores data on raw materials in the stock room and on finished goods in the warehouse. The system also translates the master schedule into net material requirements using the inventory information and parts list.

Employee cooperation key

STO has greatly improved its inventory management overall through cooperation of its employees at all layers of the organization.

Transformer engineers are contributing by designing standard transformer products which use common

materials and components. "The fewer materials and components we use, the easier it is to control inventory," Buchan said.

"Overall I think people are understanding more and more that inventory is everyone's responsibility. This awareness has been stimulated by GE



Production Control Specialist John Segyde reviews a quality problem with Quality Control Auditor Fred Krauskopf. Delays due to quality problems could mean extra inventory tie-ups. Employees like Segyde and Krauskopf make sure that doesn't happen.

Corporate headquarters and our Construction Equipment Business headquarters which is located in Plainville, Connecticut.

"GE, like many businesses today, is minimizing its inventories to free up funds for investments with greater growth potential."



Ken Buchan, manager of inventory control and master scheduling, explained the various actions STO is taking to minimize inventory.

Personal Share Statement questions answered

Employees are now receiving their Personal Share Statement through the mail at home. This "personal inventory" of your GE benefits should be carefully reviewed and shared with other members of your family.

Over the next few weeks, the GE News will answer questions likely to be raised about the statement. Questions not covered should be directed to Personnel Accounting in Building 18-1 or to your Employee Relations representative. ACSD employees who have questions about the statement should contact Sandra Herbold in Relations.

Q. Does the value of my S&SP holdings as shown in this statement include what I received in this January's payout? I'm uncertain because the statement is supposed to be as of Dec. 31 of last year.

A. The answer is no. The January holding period payout is not part of this statement, except for what may have gone into your Retirement Option Account (ROA). Any securities which have been turned over to you this January or earlier—GE stock, bonds, Mutual Fund units, Long-term Fund units, etc.—are not included in this statement. Only the securities being held for you by the GE Savings & Security Trust are included.

Q. How are the portfolio values of the Savings & Security Program investments computed?

A. Except for U.S. Savings Bonds, which are shown in maturity-value dollars, all other securities are shown in units. The portfolio value as of Dec. 31, 1986, is calculated by multiplying the number of units by the year-end unit or share price shown at the top of the columns.

Q. My statement shows I have \$2,000 in U.S. Savings Bonds in holding periods. Will these be valued at more than \$2,000 when I receive them at the expiration of the holding periods?

A. No. In fact, they'll be worth less if you cash them in immediately when you receive them. That \$2,000 is the maturity or full value of these bonds when they reach their maturity date—currently 10 years from date of purchase. Of course, if you hold them beyond the maturity date, they will be worth more than "face value."

Employees who have placed bonds in the Retirement Option Account and have not switched them may have already passed the maturity date. If so, these bonds are worth more than the amount shown on the Personal Share Statement.

Q. What denomination U.S. Savings Bonds can I purchase through S&SP?

A. All U.S. Savings Bonds purchased under S&SP since Jan. 1, 1980, are \$100 bonds.

Q. If I die while still a GE employee, what happens to the money, stock, bonds etc., in my account?

A. It goes to the beneficiary you have designated under this plan. However, government regulations effective Aug. 23, 1984 (Retirement Equity Act) specify that if the participant is married and designates someone other than his or her spouse as beneficiary and others as contingent beneficiaries, the spouse must sign a "Consent to Beneficiary(ies)" form. You may wish to review your beneficiary designation on file in Personnel Accounting, Building 18-1, to make sure that it's valid. ACSD employees should check with Sandra Herbold in Employee Relations.

Q. The Personal Share Statement shows the status of our benefits at the end of 1986. But the January 1 tax law changes have affected some of those benefits. What is the significance of the changes for individuals?

A. The Tax Reform Act of 1986 significantly affects savings and retirement plans. A major change concerns

how much tax will have to be paid when an individual makes a withdrawal or takes a holding period distribution.

A 10% additional income tax generally applies to the taxable portion of withdrawals and holding period distributions if the participant has not attained age 59½. Taxes can be deferred by taking advantage of the option to have your holding-period investments put into S&SP's Retirement Option Account (ROA) instead of taking annual payouts.

The tax-law changes mean that employees will have to rethink how they use S&SP, including its provisions such as the Deferred Pay Account (DPA), Vacation Banking, ROA, and the early withdrawals.

Q. I'm not sure I can afford to leave all my S&SP savings in the program until I retire. With the new 10% additional tax on the taxable portion of pre-retirement withdrawals, does it make sense for me to stay in S&SP?

A. The 50% company matching payment and the tax-sheltered growth you can get on your investment in the plan still make S&SP a very good place to save. These advantages more than offset the new tax on pre-retirement payouts. The new tax law simply provides more favorable tax treatment to those who leave their savings in the plan.

For those who choose to take distributions or withdrawals, the tax treatment—namely a 10% additional tax on the taxable portion of these payments—will be less favorable than in the past. However, the taxes will be at the lower rates set under the new law and that does provide some relief.

The key is to be aware of the tax changes and consider them carefully

before making decisions on withdrawals and distributions.

Q. Will there be other benefits changes as a result of the tax law?

A. In order to continue treating plans like S&SP and the GE pension plans as "qualified retirement plans" under Internal Revenue Service (IRA) regulations, the company will have to make some design changes in the plans. It has until the end of 1988 to do this.

Obviously this will be a subject for discussion when the company considers changes in the benefits package next year and during the 1988 union contract negotiations.

In the meantime, S&SP participants should carefully review the information communicated about the effect of Tax Reform on GE benefits and make sure they are aware of tax changes before making decisions on withdrawals and distributions.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

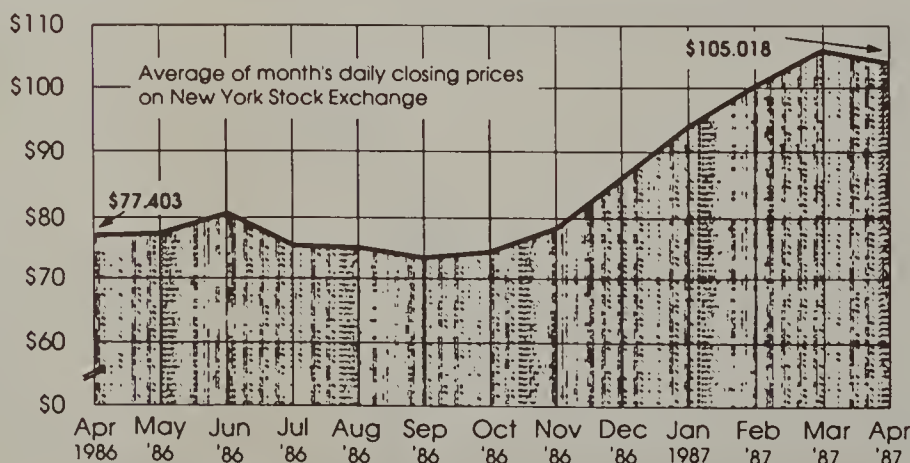
Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

STOCK WATCH

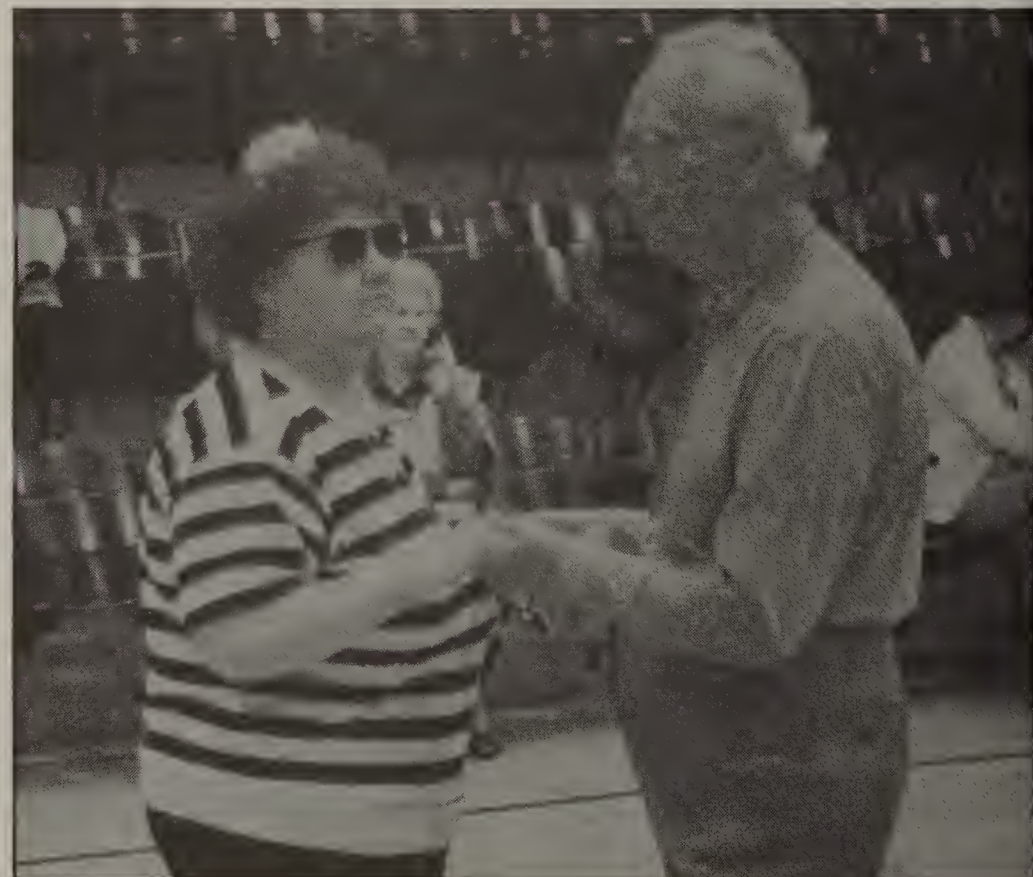
GE Stock Prices

April '86 — April '87



Market Comparison: During this period, GE stock price increased 36% while the Standard & Poor's Index of 400 industrial stocks increased 27%.

Golden Squares host blind dancers



The Golden Squares square dancing club recently hosted a group of blind persons to the GE Club for an afternoon of dance. The event was coordinated with the Allen County League for the Blind. Above, Norman Shane, Golden Squares member, teaches a blind woman how to two-step.

Dividend boosted on GE stock

GE's board of directors, on May 22, raised the quarterly dividend on the Company's common stock, which was split two-for-one effective April 23, by declaring a dividend of 33 cents per share on a post-split basis. This represents an increase of 1½ cents per share on a post-split basis or an increase of 3 cents, to 66 cents from 63 cents per share, on a pre-split basis.

The increase raises the annual dividend rate by 5% to \$1.32 a share from \$1.26 on a post-split basis, or to \$2.64 a share from \$2.52 a share on a pre-split basis.

The dividend is payable July 25 to share owners of record at the close of business June 12.

As a result of the April 23 two-for-one split of GE common stock, share owners of record at the close of business on that date are entitled to receive a stock certificate representing one additional share for each share held. The certificates were mailed to eligible share owners May 22.

The company last announced a dividend increase Nov. 21, 1986, of 5 cents a share on a pre-split basis.

GE Club constitution amendments pass

GE Club constitution changes creating the office of president-elect were passed by ballot vote of the members recently. The office of second vice president was eliminated.

In the future, the nominating committee will generally propose only one candidate for each office. Members may have additional candidates placed on the ballot by submitting a petition of 100 names.



Ellex officers for 1987-'88 are (seated from left) Fred Eckart, company representative; Cindy Slater, 2nd vice president; Edith VanDoorn, president; Sandra Tucker, 1st vice president; Sharon Dafforn, secretary; (standing from left) Doris Scott, trustee; Lois Perrine, treasurer; Lois Fuhrmann, director; Bertha McLe-more, director (two-year); Elaine Caudill, trustee; Joan Hoover, assistant treasurer; Shirley Beard, director; Ann Day, director; Callie Passwater, director, and Jan Hoopingarner, director.

Adlets

RIDE WANTED

ST. JOE, IN TO BDWY, 1st shift. Ext 3646.

FOR SALE

- '73 THUNDERBIRD, 65,000 miles, \$400. 456-7352.
- 15' FIBERGLASS BOAT w-40 HP mtr, trlr, '69 Lincoln Cont., 4 dr., 35,000 miles on motor, good cond. 623-6302.
- SOFA w-mtchg chair & ottoman, bge plaid, very nice; call aft. 5 p.m. 485-9870.
- '86 STARCRAFT CAMPER, 19', ex. cond., must sell. 489-9562.
- '84 HONDA DIRT BIKE, for age group 7-14 yrs., ex. cond. 489-9562.
- FRIGIDAIRE REFRIGERATOR, 16 cu. ft., wht, \$50. 749-8951.
- SPEAKERS, 15", 400 watts, in cabinets, \$250. 749-0159.
- '80 DODGE OMNI 024, 4 spd., stereo, clean. 485-4929.
- GE WASHER & DRYER; Norge freezer, good condition, \$150. 486-5910.
- MATTRESS & BOX SPRINGS, full sz. 745-5244.
- '85 HURRICANE DECK BOAT, 17', 140 HP I/O, AM-FM tape deck. 486-2183.
- DOUBLE BED & DRESSER, spooled, walnut finish. 745-7625.

- '82 YAMAHA VIRAGO 920, ex. cond., new rear tire & batt., low mileage, \$2,100; call aft. 6 p.m. 672-3248.
- '82 CHEVY CHEVETTE, ex. condition, \$2,995. 436-3814.
- '79 VW RABBIT, 4 spd., one owner, 59,500 miles, ex. cond., \$1,900. 485-6974.
- '85 MOBILE HOME, 14'x80', 3 bdrms, 2 baths. 636-2914.
- HUFFY PRO THUNDER DIRT BIKE, fully equip., blue/yellow, ex. cond. 489-3844.
- '73 FORD MAVERICK, 6 cyl., std. trans., 58,000 miles, perfect second car, \$550 or best offer. 747-7854.
- ANTIQUE ROPE BED; iron bed; new propane grill, \$15. 489-9453.
- MAN'S 26" BIKE, 5 spd., ex. cond.; 30 amp service box, new; Thomas spray paint unit. 422-5258.
- ANTIQUES: rd. oak pedestal table, oak swivel office chair, oak rocker. 632-4733.
- PINT CANNING JARS; large canning pressure cooker. 744-6615.
- '77 CHEV. CAPRICE WAGON, three seat, 81,000 miles, 350 V8, ps, pb, tlt, pwr locks & windows. 747-5461.
- YARD SALE, 949 Bell Ave., New Haven, June 5&6.
- BOAT CUSHIONS, anchors, swivel seats, poles, etc. 447-4066.

WANTED

- LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
- WOODEN STORM WINDOWS: 20-½x26, 5; 30x67, 5; 23-½x30, 2; 28x55-½, 2; 62x67, 2; 62.75, 2; 32x47-½, 1. 1-692-6433.

FOR RENT

BUILDING, air-cond., 2 parking lots. 424-7474.

SERVICE

- CONCRETE CONSTRUCTION - repair/replace/new work. 456-1187.
- COUNTRY & COUNTRY ROCK BY KC & COMPANY BAND - weddings, parties, dances, etc. 489-3704.
- ROOFING - repair/renew, free estimate. 747-5531.
- LICENSED TUTOR for retarded or regular school lessons. 744-5669.

PHOTOGRAPHY for weddings and special occasions. 486-3080.

Feel good again

Problems don't solve themselves. Ask for help from your Employee Assistance Program.

Ellex calendar

- June 5 Second shift end-of-year banquet, 11:30 a.m., Lambro's.
- 8 Joint Board Meeting
- 10 Pen-El Picnic, 11:30 a.m., Grabill Barn
- 13 Pen-El Trip to Metamora, IN for Strawberry Festival.
- 17 El-Par Luncheon, 11:30 a.m., Al's, Waynedale.
- July 8 Pen-El Social, 11:30 a.m., Hall's Guest House.

Golf scores - 5/21

Birdies: Lauterberg, Witzigreuter, Green, Guillaume, Blaising, Sutton
Low Net: 35, Guillaume, Lauterberg
Low Putts: 13, Schoenherr

Results of May 16 Spring Scramble

- First Place - 56 Net Chuck Payne, Dennis DeGroff, Dick Uhen, Mike Heminger
- Second Place - 59 Net Paul Pettinger, Steve Moody, Mike Moody, Tad Stokely
- Thlrd Place - 60 Net Terry Giese, Ron Kroemer, Claude Sparks, Caheen Murphy
- Fourth Place - 61 Net Terry Bashelir, Gary Sykes, Dick Parlow, Dick MacLeod
- Fifth Place - 61 Net Geoff Pauve, Ron Blackburn, Greg Delaney, Jack Vickerman
- Sixth Place - 61 Net Rick Zuza, Jerry Hoddy, John Baughan, John Holmes
- Seventh Place - 62 Net Carey Doespke, Mike Handley, Phil Coleman, Bill Green
- Eighth Place - 63 Net Ned Shimer, Mike Fuller, Bill Ausderah, Don Thurther

Longest Drive:

- Hole #1 - Rick Kennedy
- Hole #10 - John Baughan

Closeth to the Pin:

- Hole #6 - Phil Coleman
- Hole #8 - Terry Bashelir
- Hole #11 - Mike Fuller
- Hole #14 - George O'Hern

Congratulations to all the winners. The summer scramble will be held on July 11 at Maumee Valley, with a "shotgun start" at 7 a.m. More information and an entry form will follow within the next couple of weeks.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Frlday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
The item(s) referred to in this ad are in no way connected with any business venture.
Signature _____

Appliance industry purchasing managers name Motor Business 'supplier of the year'

"Supplier of the Year." That's the distinction bestowed upon the Motor Business by purchasing managers in the appliance industry.

Appliance Manufacturer magazine asked the managers to name suppliers who they consider to be first rate in the areas of product quality, innovative design/technical assistance, competitive pricing, on-time delivery and other major criteria. Of the nearly 290 businesses mentioned in the survey, the Motor Business was in the top 30 mentioned most.

"The thing that makes this survey so meaningful is that it was 'unaided recall,' said Thomas Corcoran, president and publisher of the magazine. "The participants were not given a list of suppliers to choose from."

Jack Vickerman, manager of the appliance market, and Don Bussick, Motor Manufacturing general manager, accepted the "Supplier of the Year" plaque on behalf of the Motor Business.

"We're very proud of this award," Vickerman told Corcoran. "It really recognizes what everyone in the Motor Business is striving for, and that's to please our customers."

"You should see what our people on the Manufacturing floor are doing," he continued. "They are actually taking control of their own factories and running them. The results so far have been very exciting."

Corcoran responded, "Whatever you're doing, it must be working. At least that's what your suppliers have told us through this survey."

"We'll continue doing our best so that you'll be back here giving us this award again next year," Bussick said.

Other winners of the "Supplier of the Year" award include such leading manufacturers as Dupont, Reynolds Metals, Weyerhaeuser and Kirkwood Industries. GE Plastics also received top recognition.



(Center left and right) Jack Vickerman, manager of the appliance market, and Don Bussick, Motor Manufacturing general manager, accept the "Supplier of the Year" award from Appliance Manufacturer magazine. Representing the magazine are (left) Stephen March, sales representative, and (right) Thomas Corcoran, president and publisher.

Food Bank employee committed to helping needy

It feels like an oven inside the Associated Churches Food Bank warehouse as the sun beams down on its sheet-metal siding.

Ed Pease wipes the sweat from his forehead with the back of his hand and bends down to pick up a full box of canned goods. He places the box on top of a stack of other boxes and then wipes away more sweat.

"It's really not too bad in here today," he says smiling. "I've always said it's one of the few jobs I could do that provides a free sauna."

There are other matters that concern Pease more than the heat or the hard work—the elderly, for example.

"One of our biggest problems right now is trying to convince some of these elderly people that it's o.k. for them to accept food from us," he said. "They've been conditioned to think that it's wrong to take hand-outs, even if it means starving."

And then there are the single mothers. "They go to work at McDonalds or someplace and only make enough money to pay the rent and utilities—there's no money left for groceries."

And the unemployed. "We really get busy when the big plants have layoffs or closings. When the benefits run out, many of them have to come to us for help."

And the street people. "You don't think we have them, but we do. We helped one guy who was living out of a car."

Helping the needy in Fort Wayne requires food and personal hygiene items which are all donated from concerned citizens and businesses. GE employees, through their annual food drive, have provided a large portion of these needed supplies.

GE people leaders

"GE people are definitely the leaders among employee groups in our community," said Pease. "I can't begin to tell you what your gifts have meant to us and the people who have received them."

"The personal involvement of you and others in the community is what makes our service so special."

GE employees will once again have the opportunity to help the Associated Churches on Friday, June 12. You are asked to bring non-perishable food, personal items (such as deodorant or soap), or cash. Volunteers will accept the gifts at all plant gates.



Melvin Phillips, Associated Churches Food Bank executive director, and Ed Pease, warehouse manager, discuss the current food supply.

More Gifts...More Givers forms distributed this week and next

"More Gifts...More Givers" gift matching forms are being distributed this week and next to GE employees. By filling out this form, those who give \$15 or more to the Associated Churches Food Bank will have their

gift matched by the GE Foundation. Motor and Transformer employees will receive the form in their pay checks. ACSD employees may get the form from the High Tech Talk rack located at employee entrances.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



General Electric News

JUNE 11, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 23

'Vice President Award' to recognize people from across Motor Business for outstanding achievements

A special form of individual and team recognition was announced this week by David Genever-Watling, Motor Business vice president, and John Hofmeister, manager of Motor Relations.

The "Vice President Award for Excellence" is a new employee recognition program that begins immediately. Each month a number of employees will be recognized for their

outstanding efforts toward accomplishing Motor Business goals. There is no set number for how many recipients there will be each month.

"So many people are working extremely hard to help fix this business. We want to know who they are and say 'thank you' in a special way," Genever-Watling said. "Everyone in the Motor Business is eligible for the award."

Each recipient will receive a cash

A pewter reproduction of the GE Energy Saver™ motor will be presented to recipients of the "Vice President Award for Excellence."



award, dinner for two at a restaurant of his or her choice, and a unique solid pewter reproduction of the GE Energy Saver™ Motor to serve as a reminder of his or her outstanding achievement.

Criteria for nominating employees include:

- outstanding accomplishment in providing extra customer quality, reliability, delivery or service needs.
- significant savings.
- creative sales or product innovations.
- solution of critical long-standing problems.
- other contributions to the Motor Business' successful operation which are worthy of recognition.

"Most of what we need to do in our business is the job of execution. People who have gone the extra step to execute plans or solve problems and make things happen for our customers are the ones we want to thank and recognize," Genever-Watling said.

Not a substitute

Hofmeister pointed out that the award is not a substitute for recognition programs already in place, such as the suggestion award program in Motor Manufacturing or the Managerial Award program.

"And it's certainly not limited to individuals," he continued. "We also want to recognize teamwork."

"Many of the accomplishments in our business are the result of a combined effort of several employees. In such cases, each member of the team could be eligible for an award, depending on the contribution."

Nomination forms and instructions will be sent to managers across the business beginning this week. These forms may be completed by any manager for any employee and submitted to the nominated employee's immediate manager for review.

The immediate manager will be the first to determine if the award is appropriate. If so, the immediate manager will seek approval from his or her manager. Ultimately the nomination will be evaluated by the nominee's functional general manager.

Selected carefully

"Recipients will be selected carefully," Hofmeister said. "Those who receive the award will be truly deserving and should be extremely proud of their accomplishment. We want people in the Motor Business to be winners. To do so, they need to feel like winners. This program will help make that happen."

Although managers are officially charged with nominations, employees are encouraged to make suggestions to their managers when they feel someone is deserving.

'So many people are working extremely hard to help fix this business. We want to know who they are and say 'thank you' in a special way.'

David Genever-Watling



David Genever-Watling, Motor Business vice president, and John Hofmeister, manager of Motor Relations, hold one of the pewter motor reproductions which will be given to recipients of the "Vice President Award for Excellence." Recipients of the award will also receive a cash gift and a dinner for two.

Share Statement sparks interest in benefits

This is second in a series of Questions and Answers about employee benefits. These questions are the ones most likely to be raised after employees read their Personal Share Statement. The statements have been mailed to employees' homes.

Q. What are some examples of the type of "plan design changes" that will have to be made to comply with the new tax law?

A. Two changes concern vesting and the design of savings plans. The new law provides for earlier vesting, which means participants in the Pension Plan will have a shorter qualifying time for rights to a pension beginning at age 60. The vesting methods that can be used make it clear that our 10-year vesting provision will have to change.

Another change affects holding periods in the Savings & Security Program. Currently, S&SP participants forfeit company matching payments if they withdraw their own contributions during the holding period. Under the new law, the IRS may require GE to substitute some other type of penalty for such early withdrawals.

There are a number of legally required changes that will have to be examined. The important point to understand is that the plans have to meet the law's requirements. GE has until the end of 1988 to make the changes and will be looking at a number of alternatives to come up with an arrangement that's best for employees and the company.

Q. I've been using Vacation Banking to add to my S&SP holdings. I assume that is reflected in the line entitled, "excluding Deferred

Pay" under the Retirement Option Account.

A. Yes, that's correct. To get a more detailed picture of your ROA holdings, refer to the S&SP annual statement received earlier this year.

Q. I was surprised to see the increase in the total ESOP (Employee Stock Ownership Plan) value at the bottom of the Personal Share Statement over last year's statement. What determines this?

A. The U.S. government has a formula for determining how many shares of GE stock can be credited under ESOP. Among the things which have affected the size of an individual's ESOP account are higher pay, increases in dividends on the stock, and the rising value of GE stock in the stock market. As you know, the value of GE stock has grown considerably over the last several years and the dividends have increased.

GE's ESOP started in 1979. The value of GE stock was \$25.375 (adjusted for the 1983 stock split) on Dec. 31 of that year. On Dec. 31, 1986, it was \$86—more than three times its year-end '79 value—and it has gone up considerably since the beginning of 1987.

Q. Is it true that this is the last year that we will be credited with GE stock under the Employee Stock Ownership Plan?

A. Yes. The Tax Reform Act of 1986 repealed the payroll-based tax credits used to purchase GE stock for employees under ESOP. As a result, the last company contributions were made to ESOP accounts of eligible employees in February 1987. Each employee's credits were based on one-half of 1% of 1986 eligible compensation.

Q. I look at the Personal Share

Statement and see several figures for estimated retirement income at different ages. Can you help me understand the differences in these figures?

A. Starting with the numbers in the left column under "When You Retire:" Those figures are estimates of your total retirement income from the GE Pension Plan if you retire at those ages—65, 62 or 60—and maintain your current level of earnings until then.

The number at the top of the right column is the monthly pension amount you're already assured of through your career earnings to date. If you had stopped work last Dec. 31 and had vested rights to a GE pension, that would have been the amount of your pension when you became eligible to receive it at age 60.

The number shown in the right column five lines down from the top (if any) is the additional amount you'd receive to bring your total pension to the amount applicable under the "guaranteed pension" provisions effective Jan. 1, 1987. That figure is the difference (if any) in 1.) the guaranteed pension you could receive based on your earnings and service, and 2.) the pension you've already earned under the career-earnings formula.

The number eight lines down from the top in the right column is the total of what you have accumulated through last Dec. 31 in credits under the "guaranteed pension" provisions.

Don't be overly concerned about the last figure if you have quite a few years to go before retirement. Your future service and earnings will help push up pension values "in the bank" for you.

Q. What are the "supplemental payments" referred to in the section about retirement at age 60?

A. For many years GE's Pension Plan has provided a supplemental payment for employees who retire before age 62 with five or more years of Pension Qualification Service. Its purpose is to supplement the pensioner's retirement income until he or she becomes eligible for Social Security at age 62.

This supplement amounts to \$8 per month for each year of service. In addition, employees who were age 57 or over on July 1, 1985, and retire within three months of reaching age 60 with 25 years of Pension Qualification Service, will receive a special supplement of \$200 per month until they reach age 62.

Q. Is there any income tax on pension payments when I retire?

A. Yes. Under the new tax law, your pension checks will immediately be treated as being drawn partly from your personal contributions to the Pension Plan, which are not taxable, and partly from GE's contributions, which are taxable. So a large portion of each pension check will be taxable and a small portion will be nontaxable.

Under the prior law, retirees didn't have to pay taxes on their pension income until after they had received more in pension payments than they had paid into the plan throughout their working years.

Q. The form says that "reduced Social Security benefits" may start at 62. How "reduced" are they?

A. For employees retiring currently, the reduction is 20% at age 62 (based upon their earnings records only up to age 62). Under current law, however, a larger reduction is scheduled to be phased in for employees who reach age 62 in the year 2,000.

—Broadway Housekeeping and Safety Awards presented—



Employees in the Building 6-3 coil winding area recently received the Housekeeping and Safety Award from the Housekeeping and Safety committee. Presenting the award was Sam Barnfield (left). Representing the area (from left) are Willa Campbell, Carolyn Dorman, Leroy DeWitt, Ada Richmond, Paul Lortie, Pat Gerardot, Jack Buchheit, Gisela Tassler, Tom Devine, Sandy Richards and Alberta Peggins.



Employees in the Building 6-4 stator finish area also received a Housekeeping and Safety Award. Sam Barnfield presented the award. Representing the area (from left) are Janis Saylor, Lillie Warren, Charlotte Odem, Loren Dunlap, Jean Irwin and Larry Lock.

Company's cost for Preferred Care increases

Many employees have taken advantage of the opportunity to save money on health-care costs by substituting Preferred Care of Indiana insurance for their traditional coverage under GE's Connecticut General Plan. These savings are realized through lower deductibles and no premium charge for dependent coverage.

Up till now the Company has also saved a significant amount of money through Preferred Care because PCI's premium rates were lower than the Company's cost for employees covered by Connecticut General or Maxicare.

However, new premium rates have

been negotiated, and these rates are very close to the cost the Company is incurring for employees covered by Connecticut General.

Company officials recently held discussions with Preferred Care concerning its experience with GE claims over the past year. While GE has saved significantly through PCI, the claims PCI has paid for GE employees have cost them substantially more than the premiums they collected from GE. The new premium rates, which will be in effect till Dec. 31, reflect PCI's higher-than-anticipated cost of covering GE employees.

Employees enrolled with Preferred

Care continue to save money through lower deductibles and no dependent premiums. However, much of the Company's savings disappear.

Before the next enrollment period, GE and PCI officials will again analyze cost trends and resulting rates for 1988. Should that analysis indicate that there is no longer a cost advantage with Preferred Care, the company will evaluate whether to continue offering both Preferred Care and Connecticut General. Another possibility could be that Preferred Care would continue to be offered in 1988 but with some payroll deduction for dependent coverage.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Golf Scramble set

The GE Club Summer Golf Scramble is scheduled for July 11 at the Maumee Valley Course in New Haven.

The scramble will begin at 7 a.m. with a shotgun start. Prizes will be awarded as in the past.

Rather than paying green and cart fees at the clubhouse, these fees should be included with entry forms.

Each team will have one cart reserved with an additional cart available on a first-come, first-serve basis. Each team captain should fill out the form and send it along with applicable fees to the address listed on the form by June 30. For more information call 434-5463.

Entry Form - July 11 Florida Scramble at Maumee Valley Golf Course

Team Captain	Captain's phone	Player's name First & last	9 hole ave. score (not handicap)
1.			
2.			
3.			
4.			

	Each	Team	Enclosed
Entry fee	\$3.00	\$12.00	\$
Green fee	\$9.00	\$36.00	\$
One cart		\$14.70	\$
Second cart		\$14.70	\$
Total			\$

Make checks payable to Marv LaRue for team total amount. Send entry fee and entry form to Marv LaRue, ACSD, Taylor Street, by June 30.

Camp Club outings set

The GE Club Camp Club will meet on the following weekends:

- June 12th, 13th, 14th at Bixler Lake.
- July 10th, 11th, 12th at the Dewdrop Inn, Churubusco.
- Aug. 14th, 15th, 16th at Eby Pines, Bristol.
- Sept. 11th, 12th, 13th at Salamonie Reservoir.
- Oct. 2nd, 3rd, 4th, Dewdrop Inn.

Anyone wishing to camp with the Camp Club is welcome to join in the fun on these dates. For further information call 623-3785 or 745-2534.

Adlets

FOR SALE

- AKC BASSETT HOUND PUPS**, born 4/29/87. 447-7083.
- 82 YAMAHA 650 HERITAGE SPECIAL**, ex. condition. 489-4441.
- WINTER FISHING CLOTHES**. 424-6200.
- LAWN & GARDEN TOOLS** - edgers, shovels, rakes, rototiller, etc. 447-4066.
- LAWNBOY 21" MOWER**, needs tuning, \$40. 747-4025.
- 83 LIBERTY MOBILE HOME**, 14'x70', 2 bdrms, 1 bath, ktch & dng area, C/A, appls, shed, good cond., Country Court Est. 639-6350.
- JVC DISC PLAYER**, pd \$219, asking \$190; call aft. 4 p.m. 483-1597.
- 74 TRAVEL TRAILER**, awning, htch, extras, ex. cond. 639-3451.
- 3 HPRIDING LAWN MOWER**, \$250. 749-2407.
- KENMORE AIR CONDITIONER**, room size. 447-2860.
- JENNY LIND ANTIQUES**: bed, settee, desk, swvl chair. 482-8918.
- HOWELL DINING TABLE & 4 chairs**, \$20. 1-691-3807.
- 74 DODGE CORONET**, 4 dr., V8, ps, pb, air, good radials & batt., one owner, \$200. 447-2678.
- SINGER INDUSTRIAL SEWING MACHINE & tabl.** 672-2352.
- 16" GAS STOVE**, Caloric, \$100. 447-1755.
- BOWLING BALLS**, 2, 14 lb., make offer. 749-8627.
- ELECTRIC ORGAN**, Silvertone, \$375; bwn tbl cloth, \$1. 436-0348.
- LIVING ROOM FURNITURE**; baby items. 483-5672.
- VELVET CHAIR**, like new. 489-0207.
- TRUCK TOPPER**, Shylu, 36", \$150. 639-3859.
- 30 GE AIR CONDITIONER**, 11,800 BTU, window unit, \$175. 637-6857.
- 5 HP OUTBOARD MOTOR**. 744-6606.

HOUSE, near Southtown, 3 bdrms, 2 lots, good gas furnace. 447-2280.

REFRIGERATOR, avoc., \$50. 447-2165.

CRYSTAL CHANDELIER, \$45. 447-9716.

'78 PONTIAC LEMANS, good condition, \$800. 637-2702.

ANTIQUES - OAK: office chair, chest of drawers, rd table. 632-4733.

WATER SOFTENER, used one yr.; golf cart; punch bowl. 485-8295.

BENCH TYPE VAN SEAT, blue, \$10; aft. 3:30 p.m. 489-1064.

'80 CHEVETTE, ex. cond., no rust, one owner, 20,000 miles. 747-9735.

GARAGE SALE, June 12 & 13, 9-5 p.m., 4407 Wilmette St., one blk SW of S. Lafayette & McKinnie.

'75 MOBILE HOME, 14'x65', 2 bdrms, new deck, north, \$3,000 firm. 489-4859.

CORNER CAMPSITE & SHED, Grand View Bend on Pigion River near Howe, reas. 672-2785.

CHILTON'S '76 FORD PICKUP BOOK, \$5. 749-9320.

Elex calendar

- June 13** Pen-El trip to Metamora, Ind. for strawberry festival
- 16** Partizan Picnic, Lakeside Park
- 18** Honorettes, 11:30 a.m., Hall's Guest House
- 19** Quintus Chpt. Meeting, 1 p.m., Georgetown Library
- 22** Honorettes, 1 p.m., Salem United Church
- 24** Basket weaving class, 18-1 CR, 6:30-9 p.m., members, \$12.50, non-members, \$13.
- July 1** Basket weaving class, cont., 18-1 CR, 6:30 p.m.
- 8** Pen-EL Social, 11:30 a.m., Hall's Guest House
- 8** Past Presidents, 5:30 p.m., Shrine

GRAVELY GARDEN TRACTOR, 7 HP, rotary mower & plow, cultivators, \$600. 483-2952.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOR RENT

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avail. now-Nov. 485-4264.

21' MIDAS MINI MOTOR HOME, \$200/wk plus security deposit. 432-2734.

SWAPT., 1 or 2 bdrm, semi-furn., redeco., incl. util, very reas. 747-4066.

SERVICE

PHOTOGRAPHY FOR WEDDINGS, special occasions or portraits taken in your home. 486-3080.

CONTINUOUS GUTTER & SIDING, free est. 627-2429.

CONCRETE CONSTRUCTION - repair, replce, new work. 456-1187.

SWEETCAKES THE MAGIC CLOWN SHOW or comedy gorilla. 745-1545.

REVIEW OF SCHOOL LESSONS for retarded or other. 744-5669.

KC & COMPANY BAND, weddings, dances, parties, etc. 489-3704.

FREE

FEMALE CAT, short hair, blk & wht; aft. 4 p.m. 486-1059.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Employee Food Drive to be conducted at gates tomorrow

GE's annual Employee Food Drive for the Associated Churches Food Bank will be conducted tomorrow, June 12. Employees are asked to bring non-perishable food items or cash to donate at plant gates.

Employees who would like to make a cash donation of \$15 or more can have their gift matched by the GE Foundation under its "More Gifts... More Givers" program. Gift match forms were distributed with Motor and Transformer paychecks last Friday and Wednesday. The forms are also available at Hi-Tech Talk racks located at ACSD employee entrances.

If you did not receive a form or lost yours, there will be additional forms available at plant gates tomorrow. Simply write a check, fill out the form, and hand both of them in at the gate. Checks should be made out to the "Associated Churches Food Bank."

Cash contributions of less than \$15 are welcome, but not eligible for Foundation matching.

Gate schedule

Employee volunteers will collect food and cash donations at all plant gates from 6 a.m. to 8:15 a.m. and 2:45 p.m. to 3:45 p.m. The Building 31 gate will be manned from 7:15 a.m. to 8:15 a.m. only.

The GE Food Drive gives employees the opportunity to help less fortunate citizens in the Fort Wayne area. The Associated Churches gives food to individuals and families who need it on an emergency basis. This service depends solely on gifts from citizens.



Mike Bultemeier, IUE Local 901 representative, and Jim Schmitt, IAM Lodge 70 president, demonstrate what it was like during last year's Food Drive as employees filled out "More Gifts...More Givers" forms on each others backs, on knees, or any other surface suitable for writing. This year employees who wish to give through the "More Gifts...More Givers" program may fill their form out ahead of time. The forms have been distributed with Motor and Transformer paychecks and have been made available at ACSD on Hi-Tech Talk racks.

What to bring to the Food Drive

The following is a partial list of suggested items which can be contributed for the Food Bank Drive tomorrow.

Non-perishable foods and paper products are needed. All items must be commercially processed. Nothing damaged, out of date, or apt to spoil can be used.

Items needed include:

Meats: beef stew, canned meats, chicken, spaghetti & meatballs, tuna, ravioli, peanut butter.

Soups: all kinds.

Grains: rice, macaroni, breakfast cereals, dried peas and beans, spaghetti, baking mixes, crackers.

Vegetables: peas, green beans, instant potatoes, corn, beets, black-eyed peas, tomatoes, pork & beans, greens.

Fruits: peaches, fruit cocktail, pears, plums, grapefruit, fruit juice.

Paper: toilet tissue, towels, facial tissue.

Milk: dried milk, packaged cheese, evaporated milk.

Cooking aids: cooking oil, shortening.

Soaps: washing powders, bar soap.

LET'S DO IT AGAIN!

Bloodmobile to be held

Broadway and Fairfield employees are asked to donate blood at an upcoming Bloodmobile in the GE Club.

The Bloodmobile will be held Thursday, July 9, from 11:15 a.m. to 4 p.m.

Those interested in participating should contact Mearv Ruhl on Ext. 2916 by June 25.

'Remember When' to meet Oct. 19

"Remember When," GE women, will meet on Monday, Oct. 19, at the American Plaza. The meeting begins with a 5:30 p.m. social hour, and dinner begins at 6 p.m. There will be prizes, games and entertainment. Price is \$9.

Any GE woman with a service date prior to Dec. 31, 1960, is eligible to attend (The service date was changed this year from 1955 to 1960.). Women with service date between 1955 and 1960 should call one of the officers for reservation. Women who attended last year will be called.

Officers are Helen Deahl, president, 422-5671; Marcella Driscoll, vice president, 485-4291; and Marvelene Butts, secretary-treasurer, 432-2129.

Motor engineer earns master's degree watching professors on television

Les Grundman, Motor development engineer, recently earned a master's degree from Purdue University, attending part of his classes via television.

Through the Continuing Engineering Education network, Grundman watched live lectures on a big screen television in Building 19-5 and, when necessary, asked the professor questions over the telephone.

"It was like having a front row seat," Grundman said. "It wasn't the next best thing to being there—it was better."

Of the 100 students enrolled in Grundman's last class, only half of them were actually on-campus. The other 50 students watched on TV from businesses across Indiana.

"It's really a very convenient way to attend class. I got the same information as the students who were physically there, but I didn't have to drive 100 miles to Purdue to get it. And if I missed a lecture because of work, I could watch it later on videotape."

The CEE program has grown significantly over the past couple

of years. "They've added a lot of math classes that participants used to

have to take at IPFW (Indiana/Purdue Fort Wayne)," he said.



Les Grundman watches a Purdue University professor on a large-screen television in Building 19-5. Grundman earned a master's degree from Purdue by taking part of his classes through the Continuing Engineering Education network.



RECEIVED

General Electric News

JUNE 18, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 24

\$11,500, 5 pallets of food raised for the Associated Churches

Employee Food Drive sets new cash record

Fort Wayne GE employees did it again!

They gave cash gifts totalling roughly \$6,800 to the Associated Churches Food Bank system during last Friday's GE Food Drive. Of that amount, \$4,700 came from employees who gave \$15 or more through the GE Foundation's "More Gifts...More Givers" program. With the Foundation matching "More Gifts...More Givers" contributions, the total employee and company cash gift to the Associated Churches Food Bank this year came to approximately \$11,500, and gifts are still being received in the mail. In addition, employees gave 5 pallets of food.

"What can I say? Our people pulled off another impressive Food Drive," said Jim Schmitt, Lodge 70 president who served on the Food Drive Committee. "We asked them to 'do it again,' and they did."

Employee volunteers

Jim Martin, who helped lead the Food Drive, said the project was successful because of cooperation from employee volunteers.

"When you need the IUE, Lodge 70, the Elfun or anyone else in this company, you can count on them to be there. This Food Drive was no exception," Martin said. "On behalf of the Food Drive Committee, I'd like to thank all the volunteers for working so hard a very hot day."



Sandra Herbold, ACSO Relations, and IUE representatives Doug Minnick and Mike Bultemeier count the cash contributions after last week's Employee Food Drive for the Associated Churches. Employee and Company gifts totaled approximately \$11,500.

IAM Lodge 70 Food Drive volunteers included Schmitt, Mike Mozzone, Bob Ream, Ted Hollabaugh, Dave Bailey, Dennis Sherman and Darlene Schibley.

IUE Local 901 volunteers included Mike Bultemeier, Daryl Butler, Ron Marshall, Ron Fee, Doug Minnick

and Phil Coleman.

Elfun and other volunteers included Martin, Ed Kimmet, Frank Forbes, Ron Kroemer, Clovis Linkous, Kathy Miller, Sandra Herbold, Edd Edwards, John Pcolinski, Pete Peters, Jill Roe, Vance Meyer, George Sutton, Dave Gray, Kim Borchlewicz, Ed Witte,

Bill Abbott and Ginger Merker.

The cash and food will be used to supply food banks in the Fort Wayne area. Food banks provide meals to thousands of individuals and families each year on an emergency basis.

Employees who have not contributed but would like to should send their cash gift to Marilyn Rupright, Building 18-3. Checks should be made payable to the Associated Churches. Don't forget to include a "More Gifts...More Givers" form. If you do not have a form, they are available from Gloria Smith, Building 18-3.

**"We asked
people to
'do it again,'
and they did."**

**Jim Schmitt,
Lodge 70 president**



Betty Moser, Broadway Production, drops off a food donation at the Lindley gate. Five pallets of food were raised in addition to the cash gifts to the Associated Churches.



Wire Mill employees (from left) Andy Fitzpatrick and Ted Wall drop their cash contribution to the Associated Churches Food Bank in a bucket carried by Doug Minnick, IUE representative.

Experts answer questions about GE benefits

Third in a series of Questions and Answers about the Personal Share Statement and GE employee benefits.

Q. The amount of Savings & Security Program life insurance shown on my statement is different from what was shown last year. Why is this so since I didn't authorize any change?

A. There could be several reasons. The estimated amount of the lump-sum payout value of insurance is based on (1) your age and insurance contributions for the year, and (2) the interest factors used by the insurance carrier for calculating such values. Your insurance contributions are, in turn, related to your income.

Therefore, when you move to a higher age bracket, your income changes, or if the interest factors change, your insurance coverage will also change. See the table in your benefits booklet which explains the coverage based on age at time of death.

Q. The statement shows the esti-

mated lump-sum total payout value of my S&SP life insurance. Can my beneficiary have benefits paid this way, rather than in monthly installments?

A. Yes. Your beneficiary may elect to have it paid in a lump sum unless you specifically limit beneficiary's right to make such an election.

Before making such an election, one needs to weigh the value of known monthly payments over many years against the value of a lump-sum payment that must be invested and managed by a beneficiary.

Q. Can you define the "certain psychiatric-type expenses mentioned as being 50% covered?"

A. For you as an employee, these would be expenses for mental or nervous conditions which are not severe enough to prevent you from working. For your covered dependents, these would be expenses for mental or nervous conditions which do not require confinement in a hospital or other institution.

If such a mental or nervous condi-

tion prevented you from working or caused one of your dependents to be confined, outpatient psychiatric expenses would be 85% covered after the Type B deductible is satisfied.

Q. If I die before I retire from GE, what happens to the money in my pension account?

A. That would depend upon your age and amount of pension-qualification service (PQS) at the time of your death. If you have been married for the full year before your death and were at least age 50 with at least 15 years of PQS or were 60 regardless of service, your spouse would receive a pension for life. Payments would begin the first of the month following your death.

If you were married at least a year, had 10 or more years of service, but were not yet age 50 at the time of your death, your spouse would be eligible for a deferred pension beginning when you would have reached age 60.

Regardless of your marital status, if you were eligible for early retirement or had at least 15 years of PQS, your

beneficiary could receive benefit payments for five years.

If none of these provisions applies, your beneficiary would receive a refund on your Pension Plan contributions, plus interest.

Q. Is there a limit on the amount of accidental death coverage for me under the Personal Accident Insurance Plan? How do I go about increasing my current coverage which has been only \$20,000 for many years?

A. Plan coverage for yourself can be up to five times your annual pay—up to a maximum of \$500,000. Regardless of your pay, however, you can elect as much as \$100,000 coverage for yourself. You can also elect PAI coverage for your dependents—up to \$100,000 for your spouse, and up to \$20,000 for each eligible child.

You can pick up the necessary form to elect or increase your coverage from the Personnel Accounting office. ACSD employees may get the form from Sandra Herbold, Employee Relations.

Employees eligible for discounts on RCA TV, VCR, audio products

GE employees can now receive courtesy discounts on the purchase of certain RCA television, video-cassette recorders, camcorders, and audio products under the Employee Product Purchase Plan.

According to Doyt Schaadt, Personnel Accounting manager, these RCA products have been added to the GE Employee Courtesy Discount schedule for purchases made on or after June 15.

Courtesy discounts on these products (Class A merchandise only) will be paid on purchases made for the employee's own use or as a gift to a dependent family member—an individual who may be claimed as a dependent by the employee on his or her federal tax return.

Frequency of purchase

The frequency with which these products may be purchased under the Employee Product Purchase Plan, regardless of brand, varies by product as follows:

- Television/VCR Products (Every 24 months):
 - 3 televisions (1 console limit).
 - 3 television specialty products (i.e. 3-½" & 5" TV/radios).
 - 2 video-cassette recorders (VCRs).
 - 1 camcorder (video camera/recorder).
- Audio/Video Systems and Components (Every 24 months):
 - 1 complete RCA Dimensia system (maximum of 12 individual

RCA audio/video components).

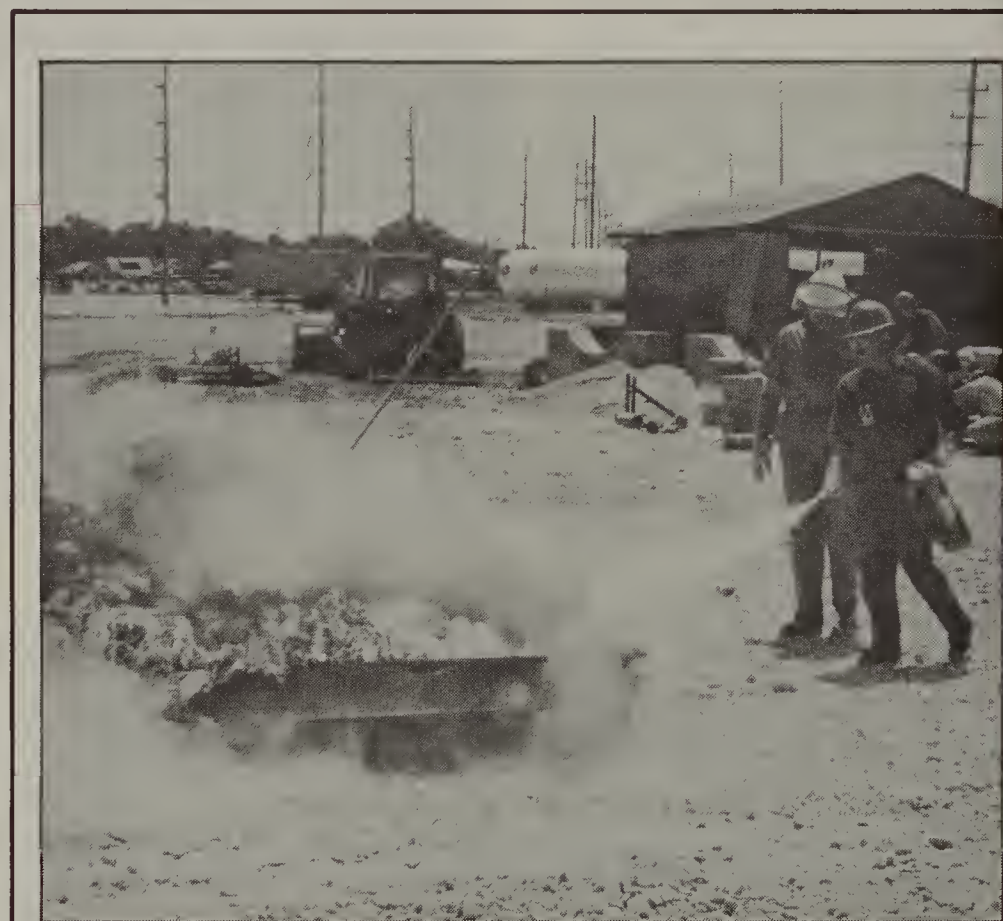
- 1 GE audio/video system.
- 1 compact disc player.
- 1 audio rack system.

How to obtain discount

To get a courtesy discount under the Employee Product Purchase Plan, you should follow these procedures:

- Make sure the model you have selected is an eligible model.
- Purchase an eligible model from a retail dealer.
- Complete the Employee Product Purchase Plan application.
- Attach the dealer invoice to the application, making sure the invoice includes your name, dealer's name and address, products purchased and specific model numbers, delivery address, and date of delivery.
- Submit the completed application to Fort Wayne National Bank, Bldg. 21, within 45 days after delivery. Pensioners send dealer invoice only with a letter giving name, address and Social Security number to: Pensioner Services, Bldg. 5, GE, 1 River Road, Schenectady, NY 12345. ACSD employees should mail their form to the address listed on the mailing label they receive with the form.
- Wait for your check.

"The cost of courtesy discounts paid under the Employee Product Purchase Plan are borne by the component where the employee works, not by the business that makes the product," Schaadt explained. The list of courtesy discounts for each eligible model will be available in Personnel Accounting, Bldg. 18-3, or with ACSD secretaries.



Volunteer firemen sharpen skills

More than 150 GE Volunteer Firemen participated in fire training recently. Shown above, VFD President Larry Johnson practices his fire-extinguishing skills on a controlled gas fire at Taylor Street. Instructor Dave Osborn looks on.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Signature _____

Ten graduate Manufacturing Leadership Curriculum

Ten young manufacturing professionals graduated from the Manufacturing Leadership Curriculum (MLC) last week at a ceremony held at the downtown Holiday Inn.

Carilyn Brown, who coordinates MLC, said each trainee completed nine courses over a nine month period.

"MLC is a tough program. The trainees put in a lot of extra hours to complete their studies," she said. "This group was full of bright, talented people who really made the program fun."

Fort Wayne's MLC program ranks consistently high among the others around the company.

Fort Wayne benefits

"It's a real shot in the arm for Fort Wayne to know that GE has invested its new talent here," John Hofmeister, Motor Relations manager, told the graduates. "As you move around the Company from assignment to assignment, people will know where you've been trained."

"You've brought to us a sense of satisfaction—a sign of life. Your presence reminds us all that GE is here for the long term."

MLC courses are taught by Fort Wayne GE professionals. The following are their names and the courses they taught.

Craig Radliff, manufacturing operations; Mike Henningsen, manufac-



Graduates of the Manufacturing Leadership Curriculum are (from left) Brian Semle, Art Chiamonte, Jim Gayer, Hugh Gibson, Steve Scanga, Eric Vrsansky, Darryl Miller, Tom Leeds, Kirk Weichsel, and Tim Guzek.

turing measurements; Bill McShain, career management; Darral Patton, problem solving; Bob McGregor, com-

munications and interpersonal skills; David Gray, front-line supervisory skills; Pat Moylan, manufacturing data

systems; Bruce Laube, manufacturing planning; and Ron Cox, project management.

No change in PAI premiums for new policy year

The cost for employee coverage under the GE Personal Accident Insurance Plan will remain the same in the policy year ahead. PAI's monthly premium rate will remain at about 17 cents per \$10,000 of employee coverage for the policy year beginning July 1, 1987.

The monthly rate for dependent coverage under PAI will also hold the line in the policy year beginning July 1—about 13 cents for each \$10,000 of coverage.

For weekly-paid employees, coverage through payroll deduction will cost only four cents per week for each \$10,000 unit of employee coverage; monthly-paid employees will pay 17 cents per month in deductions for each \$10,000 of coverage.

Dependent coverage through pay-

roll deduction will also amount to only a relatively few cents for each pay period. Weekly-paid employees will pay only three cents per week for each \$10,000 amount of spouse coverage. Those paid monthly will pay 13 cents per month for the same amount.

Purchased in \$10,000 blocks

Employee coverage under PAI is purchased in blocks of \$10,000 up to \$100,000, or up to five times annual

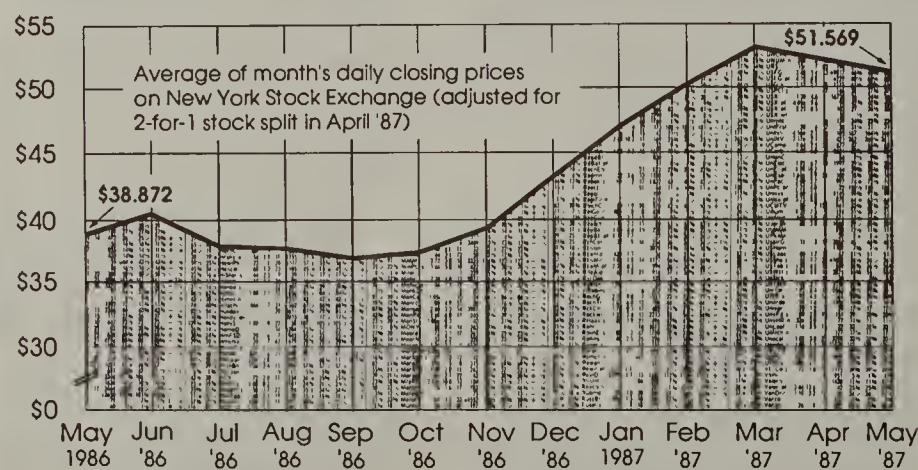
pay. Spouse coverage is also purchased in blocks of \$10,000, and there is \$2,000 in coverage for each dependent child for each \$10,000 of spouse coverage. Spouse coverage can go as high as \$100,000.

Those who have coverage under either or both parts of PAI will have that coverage continued automatically. Those who wish to begin or change coverage should contact Personnel Accounting, Building 18-1, or Sandra Herbold in ACSD Relations.

STOCK WATCH

GE Stock Prices

May '86 — May '87



Market Comparison: During this period, GE stock price increased 33% while the Standard & Poor's index of 400 industrial stocks increased 26%.

Median wage increase is 1.3 percent for manufacturing employees

The year-to-date median wage increase for hourly employees in manufacturing businesses is 1.3 percent, or 11.15 cents per hour. In the same period last year the median wage was 2 percent, or 20 cents per hour.

In comparison, GE's hourly employees in Fort Wayne will receive a three percent increase plus a "COLA" (Cost of Living Adjustment) increase of 15 cents per hour beginning June 29. With the "COLA," the average GE hourly employee in Fort Wayne will receive an increase of more than 4 percent.

This re-emphasizes the pay gap, not only between the Motor Business and its competitors, but with manufacturers in general.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



RECEIVED

General Electric News

JUNE 25, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 25

Hot spring good news for Motor Business

Air-conditioner sales up in first half of the year

Al Kruetzman isn't complaining about the spring and early summer heat and humidity we're having. As manager-heating and air-conditioning Marketing for the Motor Business, he knows that high temperatures in May and June result in good hermetic and fan motor sales.

"When we have a hot spring, consumers begin anticipating that hot weather will continue into the summer," Kruetzman explained. "This early hot weather creates the proper environment for them to buy air-conditioning equipment, and much of that equipment uses hermetic and fan motors manufactured by the Motor Business."

If it doesn't get hot until July or August, consumers are more likely to put off their decision to buy an air-conditioner because they know that autumn is just around the corner, Kruetzman said.

"It's the same phenomenon that occurs in the snow blower industry. If the first big snow doesn't occur until February, snow blower sales are really hurt. The resultant leftover inventories are held until the next season," he said.

Sales up

Sales of room air-conditioners are up some 30 percent from last year, and sales of central air-conditioners are up about 5 percent.

Air conditioner sales weren't bad last year, but the Motor Business didn't reap benefits from those sales. That's because many of the air-conditioners sold were in-stock units left over from the cool spring and summer of 1985.

"This year, air-conditioner inventories are closer to normal and sales are up. We're doing very well as a result," Kruetzman said.

Spring heat also spurs "aftermarket" motor sales opportunities. Many GE motors are sold to replace air-conditioner motors that fail.

Housing starts another factor

Housing starts are another factor influencing the sale of air-conditioners and the motors that go in them.

A great number of homes and apartment buildings built today have central air-conditioners installed. People who buy these units expect and demand high quality and efficiency. The federal government has imposed higher efficiency standards for central air-conditioners which must be met by 1992.

"That's good news for us," Kruetzman said, "because GE motors have the highest quality and efficiency levels available in the market. Our air-conditioner customers will continue to expect GE to lead the motor industry into the 1990s to assure they will be able to compete favorably on a world market basis."



Badge system requires employee cooperation

What are employees' rights and responsibilities when it comes to wearing and displaying their GE Employee Identification Badges?

Jim Martin, Manager of Hourly and Nonexempt Employee Relations and Communication, said the badge system was implemented in 1984 after a number of incidents, including an attack on an employee in the plant and the theft of GE and employees' property by non-employees. When the Aircraft Control Systems Department started operation, it also implemented a badge system to protect government information and property.

Individual responsibilities

The effectiveness of the badge sys-

tem depends on the full cooperation of all employees and the plant protection operation, said Martin. Each individual is responsible for displaying their ID badge properly.

The photo ID badge is to be prominently displayed on the front of the individual's body, between the shoulders and the belt line, in plain sight, photo-side out. This applies when entering, leaving or while within the security perimeter (fenced-in area) of GE property.

Most employees meet the badge-wearing requirements as a matter of habit. However, some have been keeping theirs in their wallets, purses, pockets, or attaching them to their sleeves, hats, purses or key chains. None of these meet the badge-wearing requirements. For those who prefer

not to clip their badge to their clothing, a chain may be used.

"When a large number of people are streaming through the gate, it is especially important to meet these requirements so the plant protection people can see the badge at a glance," said Martin. "This helps them do their job and aids in allowing employees to pass through the gates without delays."

Other points to know about the badge system are as follows:

- ID badges are company property. Any alteration of photos or information on a badge or misuse of a badge is a work rule violation.

- When entering the facility, the badge should be displayed to the plant protection officer until acknow-

Continued on Page 2.



Mike Curless, Finance Management Program, demonstrates the correct way to wear an ID badge. Security guard Carol Agler looks on.

Badge system

Continued from Page 1.

ledged.

• When an individual is asked by a plant protection officer to examine their badge, the employee should comply in a cooperative manner so that the officer can read the information on the badge. If requested, the employee is expected to hand the badge to the officer for examination.

• Employees are authorized to have only one badge in their possession.

• Temporary badges may be obtained from plant protection officers at the gate. An alternate form of identification, such as a current driver's license, may be requested. Temporary badges are to be returned at the end of the work day if possible or on the employee's next working day, unless other arrangements are made with plant protection.

• If a badge is lost or stolen, Motor and Transformer employees should report the loss to Central Employment, Building 21, (Ext. 3659). Aircraft employees should report the loss to Employee Relations Secretary Debra Neumann.

• Replacement badges for Motor and Transformer employees may be obtained from Central Employment. Current hours are 9-11:30 a.m. Mondays and Fridays. Aircraft replacement badges are available from plant security between 7 a.m. to 10 a.m., 11 a.m. to 5 p.m., and 6 p.m. to 11 p.m. Employees are required to pay \$2 to defray the cost of reissuing a lost badge. There is no charge for replacement of badges that are no longer useable because of normal wear and tear.

• Badges must be returned to Employee Relations when an employee terminates service, retires, or goes on personal leave of absence.

Employee rights

Although the badge is GE property, it is also a form of personal identification. The employee has certain rights regarding his or her ID badge. These include:

• When an employee hands his or her badge to a plant protection officer, the employee has a right to have the badge returned immediately after examination unless there is a problem with the badge (such as evidence of improper alteration).

• Employees have a right to fair and courteous treatment by plant protection officers. Employees are also expected to act in a cooperative manner.

• Employees have a right to obtain a temporary badge for short durations until they can obtain a replacement.

"The badge system is an important part of our overall effort to protect people and property," said Martin. "It also helps protect jobs that could be lost as the result of the theft of proprietary information or fire, for example. But no security system is perfect. Ultimately, the safety of our people and the security of our property depends on each of us taking some measure of personal responsibility to help protect each other and our property while on GE premises," he said.



Employee earns \$605 award

Debbie Williams, office machine operator in Building 4-2, received a suggestion award of \$605 dollars last week. She suggested getting rid of document file folders. This reduces copies made and increases efficiency of pulling documentation/prints from weekly schedules.

HMO Reunion set for Nov. 7

Former Broadway Hermetic Motor Operation employees are reminded once again that the HMO Reunion will be held at Goeglein's on Maysville Road on Saturday, Nov. 7.

More information and a reservation

form will appear in a later issue of the GE News. Dottie Askren (485-7465), Martha Musselman (493-3074), Sally Eichhorn, Building 4-4 (Ext. 3068), or Ed Evans, ACSD (Ext. 5321) will answer any question you might have.

Adlets

FOR SALE

HOTPOINT PORTABLE DISHWASHER; in-counter stove. 489-4343.
'78 JEEP CJ-7, 6 cyl., 3 spd., \$2,995. 485-1416.
AUTOMOBILE SHOP MANUALS: '61 & '66 Chev., '70 Buick. 485-7160.
'81 CHEV. LUV 4WD PICKUP, custom paint, stereo, eves. 749-5902.
GREENLAWN CEMETERY LOTS, \$200 ea., choice location @ half price. 424-7125.
FURNITURE: sofa, loveseat, tbl, 2 lamps, red & blk Mediterranean style, ex. cond. 483-4396.
OAK ANTIQUES: kitchen cupboard w-glass in doors, rd ktch tbl, chest of dwrs. 632-4733.
'82 BUICK - 2 dr., Landau top, ex. condition. 672-3884.
'82 YAMAHA MAXIM 750, 8,200 miles, extra clean, \$1,650. 747-1175.
15' CAT SAIL BOAT w-trlr, \$500. 484-6215.
CANNING JARS, various sizes, \$1.25/dz. 422-3805.
LIVING ROOM SUITE, TV stand, dishes. 483-5672.

Elex calendar

July 1 Basket weaving class, cont., 18-1 CR, 6:30 p.m.
8 Pen-EL Social, 11:30 a.m., Hall's Guest House
8 Past Presidents, 5:30 p.m., Shrine
15 El-Par, 11:30 a.m., Hall's Gas House, order from menu
17 Quintus Meeting, 1 p.m., Georgetown Library.
19-26 Elex Caribbean Cruise.
22 El Par Board Meeting, Atz, Tillman Rd.
27 Honorettes, 1 p.m., United Church.

MOTORS, staple gun, solder gun, augers, misc. hardware. 747-5154.
BICYCLES, 2, 26", 5 spds., \$25 ea. 744-4480.
KENMORE ELECTRIC RANGE, avoc., \$60. 422-4171.
MOVING SALE: furniture, appliances, etc., approx. 12 mos. old. 493-4726.
KENMORE DBL OVEN ELECTRIC STOVE, ex. condition. 639-6385.
GARDEN & LAWN TOOLS, shovels, edgers, spade forks, etc., reasonable. 447-4066.
USED BIKE PARTS & FRAMES; stl shelving. 447-2280.
'78 BUICK CENTURY WAGON, ex. condition, air, cruise, tlt whl. 745-7625.
STARCRAFT CAMPER TRAILER, Starfire model, pd. \$250, asking \$200. 693-2391.
KITCHEN SINK, 33"x21", hrvt gld, \$100; 19" rd bath lav., wht, \$50. 749-9372.
SHEERS: bge, 2 pr. 96", & 120"x84", good cond. 744-3435.
7' MCCORMICK MOWER & RAKE, \$50 for both. 447-1126.
'81 BONNEVILLE, diesel, Ziebarted, tlt whl, air, AM-FM, ex. cond. 493-1980.
TWIN MATTRESS SET & FRAME, Serta Perfect Sleeper, like new. 436-1845.
DINING ROOM SET: tbl, 6 chairs, china cabinet, \$300 or reasonable offer. 747-7980.
BLUE POINT SIAMESE/HIMALAYAN KITTENS, 10 wks. old. 1-419-542-7170.
GE ROASTER OVEN; toaster; elec. can opener. 482-8918.
'84 FIREBIRD SE, T-top, auto, cruise, air, low mileage. 489-5417.
AKC ROTTWEILER PUPS, born 4/17/87, 5 males. 639-6813.

In memory

Robert E. Gent, Convoy, Oh., died, June 10. He retired from GE in 1986.
Isabella Blackburn, Mentone, Ind., died June 16. She retired from GE in 1975.
Georgia M. Garrett, 2209 St. Joe Center Rd., died June 17. She retired from GE in 1953.

WANTED

MATTRESS BOX SPRING, 72"x48", good condition, reasonable. 483-0318.
LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
LIFE JACKETS, good condition, reasonable. 432-1730.

FOR RENT

LOVELY COTTAGE, Englewood, slps 7, golf course, near beaches, wkly rates, avail. now-Nov. 485-4264.

SERVICE

CLEANING, reasonable rates. 637-8159.

SWEETCAKES THE MAGIC CLOWN SHOW or gorilla, gifts included. 745-1545.
CLEANING HOUSES, reasonable rates. 637-8159.
ROOFING - repair/renew, free estimate. 747-5531.
KC & COMPANY BAND for dances, parties, weddings, conventions, etc.; book early. 489-3704.
CONTINUOUS GUTTER & SIDING, free estimate. 627-2429.
C&J PETAL FORMS, floral design for all occasions. 493-7117.
PHOTOGRAPHY for weddings, portraits, special occasions. 486-3080.
CONCRETE CONSTRUCTION - repair/replace/new work. 456-1187.
DJ & VIDEO for your wedding, party, etc. Musicman. 447-4447.
EXPERT PAINTING - inside or outside. 747-7760.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

JULY 2, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 26

GENERAL PERIODICALS
NON-CIRCULATING

ETQ graduates demonstrate 'will to prepare to win'

"Everybody has the will to win, but only winners have the will to **prepare** to win." That's what Steve Riedel, Programs general manager, said recently during his keynote address to third-semester graduates of the Motor Business Quality Problem Solving/Statistical Process Control Curriculum.

More than 200 employees from across the business participated in the third semester. During their 16-week training, they learned to use Statistical Process Control techniques, and applied what they learned in team projects.

Each location elected one of its teams to present its application project at the commencement. A

number of guests reviewed the presentations, including Riedel and the Motor Business' new Operations Manager Paul Reece.

"By learning SPC techniques, you have displayed the will to prepare to win and have given yourself and the business the tools to win in the marketplace. You should feel good about that," Riedel said to the graduates.

"The next question is, where are you going to go from here? I encourage you to take the skills you've learned and run with them. The long-term benefit comes when you apply SPC to quality problems on a daily basis."

Part of ETQ overall

Nearly 1,200 Motor employees have participated in quality training over the past 18 months. The 16-week SPC course is only one segment of the overall Excellence Through Quality thrust. Shorter courses have been developed to tailor fit the needs of employees in various types of jobs.

For example, a two-day "Communication Workshop" has been designed for those whose jobs require high-quality performance but who are not tied directly to customers, suppliers, engineering or manufacturing.

An eight hour "utilization" course is another piece of the overall ETQ thrust. This course has been developed to teach certain Manufacturing employees the SPC techniques they need to control their workstation processes.

"Whatever the form of SPC training you are involved in, the business is bound to benefit. Your grasp of SPC tools is one more added value that we can offer our customers," Riedel said.

Fort Wayne third semester quality training graduates are:

Larry Clark, Albert Johnson, Rossie Knuckles, John Newman, Carlos Parra, Max Winia, Holly DeLong, Len Knecht, Karl Bredemeyer,

Ron Marhenke, Larry Hitzman, Bob Perdue, Tom Rothgeb, Rita Hart, Mary Stolz, Ned Mitchell, Ron Schmidt, Greg Bieberich, John Patterson, Don Morris, Charlie McClain, Bill Ellsworth, Marc Pape, Web Simpson, Sally Hoefelmeyer, Jim Webber, Phil Rupert, Tim Guzek, Larry Lock, Julie Winchester, Jim Crick, Arthur Chiamonte, Ernie Armstrong, Melody Bruick, Glenda Shonk, Mike Boles, Philippe Jeoffroy, Rick Shuler, Don Teeters, Dale Wass, Bob Worley, Tom Jones, Linda McDowell, Terry VanCamp, Dan Malone, Phil Saucedo, Mike Kelker, Ronda Kohne, Don Poland, Dave Winters, and Jim Zehner.

Moderators were Ramesh Gandhi, Don Switzer and John Baughan.



Third semester graduates of the 16-week Quality Problem Solving/Statistical Process Control Curriculum are (from left) Albert Johnson, Rossie Knuckles, Max Winia, Larry Clark and Carlos Parra. They make up the "Determinators" quality-problem-solving team. Not pictured is team member John Newman.



A two-day quality "Communication Workshop" is one of the shortened versions of quality training which has been developed to tailor fit the needs of employees in various types of jobs. Shown (around the table from center) are workshop participants Al Hobson, Mike Henningsen, Al Palumbo (moderator), Fred Bremer, and John Mitchell.

Fort Wayne Motor and Transformer cost for health care exceeds \$6 million last year

Total health care cost for Fort Wayne employees in the Motor Business and Specialty Transformer Operation exceeded \$6 million in 1986, according to Tom Callant, manager of compensation and health-care cost. The cost per employee was up approximately 14% from 1985.

This cost includes benefit payments for Comprehensive Medical Insurance (which includes vision care), GE Dental Assistance Plan (including orthodontia), Weekly Sickness & Accident Insurance, worker's compensation, and salary continuance and hourly sick pay.

The majority of that cost, some \$4 million, was spent on Comprehensive Medical Insurance claims, including those for employees and their

dependents covered under the GE Connecticut General Plan and those who substituted Preferred Care of Indiana for their traditional coverage.

"Our Comprehensive Medical expense would have been even higher had it not been for the large number of our employees enrolled in Preferred Care," Callant said. "PCI paid out more in claims than the company paid in premiums."

He noted that the health-care portion of the nation's Consumer Price Index (CPI) rose approximately 7½ percent, compared to only around 1% for the total CPI. That means health care prices rose approximately 7½ times as much as the average price of all commodities factored into the CPI. Much of the ever-rising cost of

health-care is due to new and more expensive medical procedures and treatments.

However, consumers do have some control over the amount they spend on health care. The following tips can be used to help people become better consumers of health care services:

- Shop around. Choose the doctor, hospital or pharmacy which offers the best combination of quality and price.

- Read your bill. Don't pay for anything you don't understand.

- Ask questions. If you don't understand the doctor's diagnosis or method of treatment, ask him.

- Get a second opinion—especially for surgeries.

- Ask if surgery can be done on an "out-patient" basis. No sense paying hospital bills if you can be recovering at home.

- Ask your doctor if the medicine he prescribes can be replaced with a less-expensive generic.

- Avoid weekend hospital admissions when possible. Don't let the doctor put you in the hospital before he leaves town for the weekend.

- Don't use the hospital emergency room if it's not an emergency.

- Take steps to avoid illness. Eat a healthy diet and exercise regularly. Take measures to control your stress.

- Remember that you are the customer. The days of doctors having the final say with no input from the patient are over.

Reservations, ballots due Aug. 28 for Quarter Century Club Outing

Reservations for the 1987 Quarter Century Club Outing can be made at the same time ballots are cast for new officers by mailing in the form below. The outing will take place Sept. 12

at the Memorial Coliseum. All employees who have 25 or more years of service are invited to participate in the fellowship, food and door-prize drawings.

Quarter Century Club Outing

Outing: September 12, 1987
Reservation deadline: August 28, 1987

(You must be a Quarter Century member to attend & be eligible for prizes.)

- ☐ Yes, I will attend
☐ Sorry, I can't make it

Signature _____

Vice President

- ☐ Donna Aurand, Decatur
☐ Thomas Zeser, Decatur

Secretary

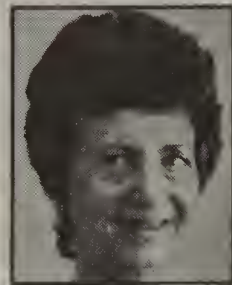
- ☐ Sharon Krinn, Building 4-6
☐ Beverly Thomas, Taylor Street

Directors (vote for two)

- ☐ Bill Bunnell, Taylor Street
☐ Richard Gick, Taylor Street
☐ Wayne Perry, Taylor Street
☐ Lee Schnepf, Retired

Mail this form to: Morrell Travis, GE Motor Business, Section 14, 2000 Taylor Street, P.O. Box 2205, Fort Wayne, IN 46801.

Vice-President



Donna Aurand
Decatur

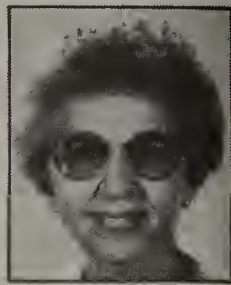


Thomas Zeser
Decatur

Secretary

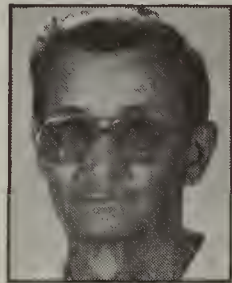


Sharon Krinn
Building 4-6



Beverly Thomas
Taylor Street

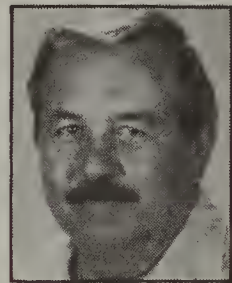
Directors (vote for two)



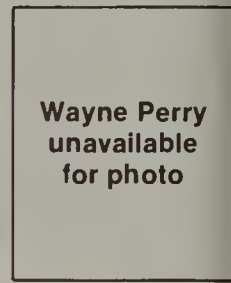
Lee Schnepf
Retired



Richard Gick
unavailable
for photo



Bill Bunnell
Taylor Street



Wayne Perry
unavailable
for photo

Hourly Shutdown pay schedule altered slightly

Normally, Motor Business hourly employees on vacation during Shutdown would receive their vacation advance on Wednesday, July 8. However, there will be a slight change in the distribution schedule this year due to administrative delays associated with factoring the June 29 pay increase into employees' vacation checks.

Motor hourly employees who will be taking their vacation during Shutdown will receive their regular fiscal week 26 pay on July 8 as usual. However, their vacation advance, reflecting the new pay increase, will be paid to them on Friday, July 10. They will also receive their week 27 pay on July 10.

Motor hourly checks for week 28 will be available on Wednesday, July 22, from 8:30 a.m. to 11:30 a.m. at the

Taylor Street Payroll Office.

Transformer and Power Supply hourly employees do not begin their two-week Shutdown until July 20. Therefore, those taking vacation during Shutdown will receive their week 27 checks and vacation advance on Wednesday, July 15. They can pick up their week 28 pay on Wednesday, July 22, from 8:30 a.m. to noon, at the

Building 26-2 Payroll Office. They can pick up their week 29 pay on Wednesday, July 29, from 8:30 a.m. to noon in the Building 26-2 Payroll Office.

Wire Mill employees are also on a two-week Shutdown beginning July 20. Therefore, those taking vacation during Shutdown will receive their

week 27 pay and vacation advance on Wednesday, July 15. Their week 28 check will be available on Wednesday, July 22, 8:30 a.m. to 11:30 a.m. at the Taylor Street Payroll office. Week 29 checks are available on July 29, 8:30 a.m. to 11:30 a.m. at the Taylor Street Payroll office.

There is no change in the ACSD pay distribution schedule.

Adlets

RIDE WANTED

ST. JOE, IN, TO BROADWAY, 1st shift, Ext. 3646.

FOR SALE

WOOD FENCE, 30'; 80"x36" door; doghouse; 8' alum. John boat; 75 bricks, make offer. 747-7980.

CROSSBUCK DOOR, 32", brown, \$20; red-wood rollup shades, 2, 72", \$5 each. 436-1795.

GARAGE SALE, 7/2-4, 3023 Hobson Rd., 9-5 p.m. 483-2873.

'82 YAMAHA with '83 fairing, \$1,500 neg. 484-9355.

ROUND TRIP AIRLINE TICKETS TO FLORIDA, 2, dep. 7/17 & ret. 7/29, \$150. 485-6047.

COCKER SPANIELS, 1 red male, 1 blonde female, both neutered & shots, purebreds, \$25 each. 489-3844.

CEMETERY LOT, Greenlawn. 1-305-841-0603.

THREE WHEEL BICYCLE. 747-1554.

SEARS CHEST FREEZER, 17 cu. ft., good condition, \$75. 1-244-7264.

CRUISER BICYCLE, 24", chrome frame, 1 yr. old, \$100. 744-4480.

GIRL'S 26" BICYCLE, coaster brake, big tires. 485-7160.

ANTIQUES: oak kitchn cupboard w-glass in doors; oak rd. kitchn table; walnut kitchn tbl. 632-4733.

'80 DODGE OMNI 024, 4 spd., stereo, ex. condition. 485-4929.

ADULT THREE WHEEL BICYCLE, scarcely used, \$150. 747-4019.

THREE BEDROOM RANCH, New Haven, elec., ideal starter or retirement home. 744-1014.

PORCH POSTS, 2, turned, 4-1/4"x4-1/4"x7', A-1 cond., \$18 each. 484-2137.
MEN'S 10 SPEED BIKE, blk, good condition, \$25. 484-2888.

WANTED

AUTOMOBILE SAFETY SEAT FOR TODDLER & toddler seat for bike, both in good cond., reas. 493-4002.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

WHEEL BARROW w-inflatable tire. 432-6236.

FOR RENT

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avail. now-Nov. 485-4264.

SERVICE

EXPERT PAINTING - interior/exterior, free estimate. 432-3305.

KC & COMPANY BAND, live music for all occasions - wedding, dance, party, etc. 489-3704.

PHOTOGRAPHY for weddings, partrraits & special occasions. 486-3080.

CONCRETE CONSTRUCTION - repair/re-place/new work. 456-1187.

FREE

TO GOOD HOME, pt. Springer Spaniel, spayed, all shots, 2 yrs. 485-8291.

COUNTRY CONCERT, Foellinger Theatre, July 7, 7:30 p.m., featuring Joe Taylor's Red Birds & Gold Rush.

C&J PETAL FORMS, floral design for all occasions. 493-7117.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



RECEIVED

1987

General Electric News

JULY 9, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 27

Heating/Air Conditioning Team focuses Motor Business efforts on customers

How does the Motor Business win with major heating/air-conditioning customers such as Trane, Carrier, Rheem, Lennox, York International and White Consolidated?

"The primary reason is that we make it our business to know our customers' business. Our internal activities are geared toward meeting our customers' needs," said Dick Habegger, Program general manager of the Heating/Air-Conditioning Motor Business Team. That team is responsible for making sure each Motor Business function has a sharp



'Through the business team concept, we're able to bring to our customers, resources unparalleled in the Motor Industry.'

Dick Habegger

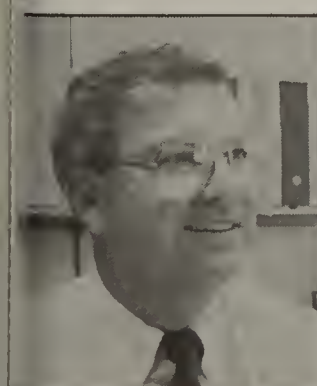
focus on the needs of customers in the heating/air-conditioning market. It is one of five Motor Business teams which take ownership for specific markets and business ventures.

"Through the business-team concept, we're able to bring to our customers, resources unparalleled in the Motor industry," Habegger said. "Each of our business team members makes it their #1 priority to know and understand the customer's strategy. They then apply Motor Business and GE company-wide resources to help the customer carry out that strategy."

That's exactly what the Heating/Air Conditioning Team did recently to help win a multi-year, multi-million dollar contract with Carrier for one of its new programs.

Key to this success at Carrier were GE Company technological strengths, including Motor Business product design and manufacturing process technology, GE Plastics materials technology and Corporate Research and Development assistance to name a few. Other Company-wide and Motor Business support included international assistance in manufacturing and marketing.

"We were awarded a major share position at Carrier because we're more than a motor supplier—we're a business partner. That's what we strive for with every one of our customers," Habegger said.



'If our programs do not fit the customer's strategy, then we've failed to direct our resources toward a market focus.'

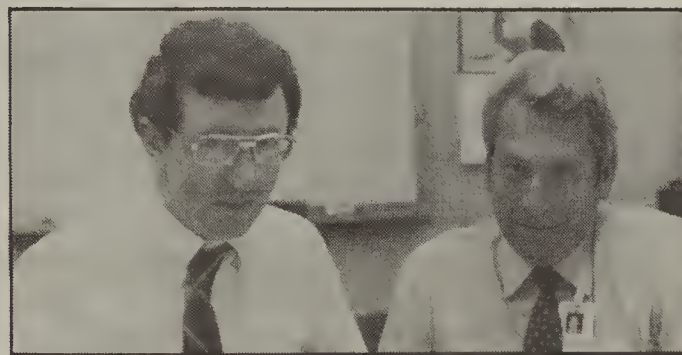
Al Krutzman

The business teams are represented by at least one senior person from each Motor Business function.

Al Krutzman is the Marketing function's representative on the Heating/Air-Conditioning Team. Hank Fischer and Phil Teague represent Technology, Bob Etien represents Manufacturing, John Smith represents Manufacturing Engineering, and Bob Schmidt represents Finance.

Habegger chairs the team's activities overall and serves as liaison with the other business teams. The rest of the team members are charged with making sure their function is doing the right things to help the Motor Business help its heating/air-conditioning customers win with their customers.

As Marketing representative on the team, Krutzman's responsibility is to work closely with customers in the heating/air-conditioning market so that he knows their marketing strategy inside and out. With this knowledge he is key in directing the team



Phil Teague

Hank Fischer

'Once we know a customer's strategy, we begin developing a whole list of design projects to help that customer carry out his strategy.'

toward programs and projects that benefit the customer.

"We could be working on a project we feel is important, but if it does not fit the customer's strategy, then we've failed to direct our resources toward a market focus," Krutzman said. "Our team makes sure that doesn't happen."

John Smith, representing the Manufacturing Engineering function, looks at a customer's sales



John Smith

'When we place a product in a plant, it's because that plant makes the best business sense for the customer.'

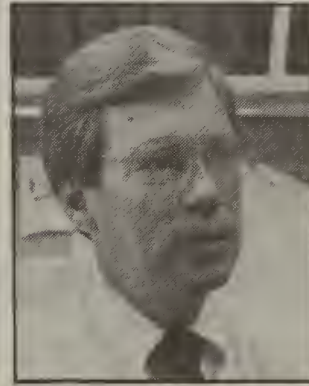
forecast and determines which Motor Business plant(s) can build that customer's product with the highest level of quality and at the lowest cost.

"When we place a product in a plant, it's because that plant makes the best business sense for the customer," Smith said.

Etien, in managing the plants that produce heat-

ing and air-conditioning products, is chief facilitator of the Self-Directed Workforce, Excellence Through Quality and cycle-time reduction.

"The bottom line of my job is to make sure we're eliminating all waste—any activity that doesn't directly add value to the product—in the plants while maximizing our service and quality, Etien said. "I believe the whole key to our philosophy for serving customers is the word 'team.' We are definitely working together in the Motor Business and with our customers to help them win."



Bob Etien

'The bottom line of my job is to make sure we're eliminating all waste in the plants while maximizing our service and quality.'

Fischer and Teague bring technology leadership to the team. Fischer is in charge of fan motor technology, and Teague is in charge of hermetics. They're responsible for the quality and reliability of motor designs and the maximization of material productivity.

"The big difference in our function now that we have a business team concept is that we've become more customer conscious and market wise," Fischer said.

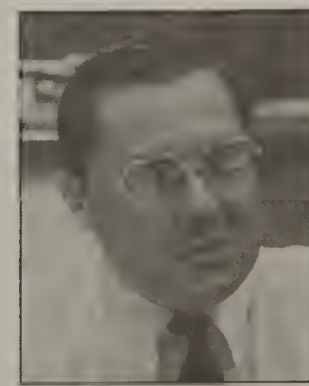
"Once we know a customer's strategy, as we did with Carrier, we begin developing a whole list of design projects to help that customer carry out his strategy."

"The most common objective with customers, of course, is taking out cost. We've spent a great deal of time and energy helping them in this area. The marketplace recognizes that we lead the industry in cost-efficient motor designs," Fischer added.

Bob Schmidt is responsible for "putting numbers" to the team's programs. In developing a financial plan, he must factor in a number of variables, including potential economic changes.

"I'm closer to the Marketing side of things now more than ever before," Schmidt said. I've always been able to evaluate costs, but now I do it strategically for the customer. I'm even getting direct con-

Continued on Page 4.



Bob Schmidt

'I'm getting direct contact with our customers' financial people to help them solve problems with greater speed.'

Shutdown Briefs

Gate schedules change during Shutdown

Here is the gate schedule for Fort Wayne plant locations during Shutdown:

West Broadway: Open 24 hours for pedestrian traffic seven days per week. Open for vehicle traffic 4 p.m. to 6 a.m. Monday thru Saturday and all day Sunday. Normal hours will be resumed Aug. 3.

East Broadway: Will close at 5 p.m., July 10, and reopen to normal operations July 27.

College Street: Will close at 8 p.m., July 17 and remain closed until 6 a.m., Aug. 3 when it will return to normal operations.

Lindley Street: Starting July 13, this gate will be open on first shift only, 6 a.m. to 9 p.m., Monday thru Friday. Will return to normal operations Aug. 3.

Taylor Street: No change.

Business as usual for EAP

The Employee Assistance Program will conduct "business as usual" during Vacation Shutdown with one exception: between July 20 and Aug. 2, EAP Coordinator Dag Arnold will be in his office at Park Center instead of Building 21.

"Since most employees are away from work during Shutdown, this is a good time to talk at a place away from the employee's job site," explained Arnold. He may be reached at Park Center by calling 482-9111. The counseling service is available 24 hours a day.

During the week of July 13-17, employees may call Arnold at his office in Building 21 or at Park Center. The EAP phone number in Building 21 is 428-3671.

Dispensaries closed for two weeks

Dispensaries at Taylor Street and in Building 21 will be closed during fiscal weeks 30-31, July 20-31, and will reopen for regular hours on Monday, Aug. 3.

The dispensaries will be open regular hours during fiscal week 29, July 13-17.

No GE News till Aug. 6

There will be no GE News published until after Shutdown. Adlets for the Aug. 6 issue are due on Friday, July 31.

Have a safe and enjoyable vacation.

Volunteer Fire Dept. picnic Aug. 23

All members of the GE Volunteer Fire Department are invited to a picnic Aug. 22 at the Southwest Conservation Club. The picnic begins at 11 a.m. and ends at 6 p.m.

There will be food, drink, cards and prizes.

GE Construction Equipment Business wins one, loses one in Navy contracts

Fort Wayne STO to benefit

PLAINVILLE, Conn.—GE's Construction Equipment Business (CEB) has broken even in competition against Westinghouse Electric for two major contracts from the U.S. Navy.

The win came at the massive Navy shipyard in Bremerton, Wash. CEB will supply electrical distribution equipment for improvements being made there. About half the order includes low and medium-voltage switchgear to be produced at CEB's plant in Burlington, Iowa.

Also included in the order is busway

product from Selmer, Tenn., dry-type transformers manufactured in Fort Wayne's Specialty Transformer Operation, and panelboards from Plainville. Transformers produced at Rome, Ga., are also part of the order.

Westinghouse beat GE for a contract to supply electrical distribution equipment for the Navy's rehabilitation project at Peal Harbor, Hawaii. "Westinghouse apparently dropped their price 35% at bid time," said Joe Guentert, CEB's district sales manager. "This illustrates how incredibly price-aggressive competition has become in a shrinking market."

Shutdown gives employees chance to enjoy Three Rivers Festival

Because Shutdown falls earlier this year than in the past, many Motor employees will have the opportunity to take full advantage of the Three Rivers Festival.

From July 11-19, Fort Wayne is jumping with more than 270 events, including such favorites as:

- Three main parades. The opening day parade last year attracted 200,000 spectators along the parade route, and thousands more watched it on TV in Indiana, Ohio and Michigan.

- The giant raft race down the St. Joseph River. This is the first of dozens of zany, non-traditional "sports" during the nine day city-wide party (These include hot-air balloons every day, a bed race, eating contests, mud volleyball -even events for the kids including a Zoo Olympics and "Anything Goes" stunts.).

- The Beer Tent, which expands to four days this year (Wednesday thru Saturday) and which offers a congenial atmosphere with cool refreshments, great brats and a terrific variety of musical entertainment.

- Midway rides, shows, concessions and games comparable to State Fair offerings in other Midwestern states.

- Exhibits of fine arts, crafts such

as quilting and unique handmade items, antiques and collectables. Flea markets offer further events for browsing.

- Concerts for every musical taste, from stirring marches to symphonic concertos, pioneer reels to hot jazz rock to pop, Dixieland to swing and folk to hoedown and country.

- A fireworks finale accompanied by a concert of patriotic music by the U.S. Air Force Band of Flight.

- Sanctioned tournaments in a vast range of sports, from tennis and softball to horseback riding, golf, baseball, rugby, powerlifting, karate, Frisbee, racquetball and stock car racing. There will also be the popular 10K run, 10K Volksmarch, canoe races, muzzleloading shoot, power volleyball and even a water ski show.

- A Laser Light Spectacular and the Indiana Scottish Highland games are new to the festival. The Scottish Highland games will include Scottish bands and foods, a dance competition and traditional log-toss competition.

These events and many more, not to mention lots and lots of food, are all part of the All America City celebration. Look for a schedule of events in your Fort Wayne Journal Gazette and News Sentinel.

Employees choose retirement

The following employees have chosen to retire in July: Charles W. Mowery, Taylor Street Manufacturing; Marjorie Lou Gallaway, Taylor Street Manufacturing; Walter B. Riedinger, Broadway CSD; James R. Schwartz, Broadway Transportation; Segue J. Shelton, Wire Mill; and Mae A. Cooper, Building 4 Manufacturing. Sherry A. Harnett, Taylor Street timekeeper, will retire in August.

Virginia M. Pflueger retires in July with 44 years of service. She began as a leads placer in Building 4-2 and retires as a materials clerk in Building 4-2. "I have enjoyed working at GE and am well pleased with the pension benefits. My plan for the rest of my life is to give my very best each day I live."



Albert R. Hanley will retire in August with 42 years of service. He began as a bench reamer in Building 17-2 and retires as a design requisition specialist at Taylor Street. "As for my future plans, I am going to sit on my rocker for about a month. Then I am going to rock—just a little bit."



Betty A. Goff retired in June with 20 years of service. She began as an assembler at Taylor Street and retires as a tester in Building 6-3. "GE has been good to me—especially the benefits. I will miss the many friends that I've made over the years."



General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Employees reminded of the deadline for filing W-4s

Employees are reminded of the Oct. 1 deadline for filing W-4 forms. These forms are for use in determining the number of allowances to be claimed for federal withholding tax from employees' paychecks. The forms were distributed to employees, at the beginning of the year, because the Tax Reform Act of 1986 requires that each employee submit a new form. Under the new law, a form must be filed not later than Oct. 1, 1987. The Internal Revenue Service advises, however, that employees submit the form to employers as soon as possible to assure that the amount of

tax withheld throughout 1987 will closely match the tax that will be owed for the year. Most GE employees have already submitted their form, according to Walt Nielsen, Personnel Accounting manager. "I strongly advise those who have not turned theirs in to do so as soon as possible," he said. After completing the form, Motor and Transformer employees should return it to Personnel Accounting, Building 18-1. Those who have lost their form may get a new one at this location.

Effects of sun rays could be damaging

Before you slap on that baby oil and bask in the summer sun over vacation, doctors advise taking the risks into consideration. If you eat, drink and exercise sensibly, why be foolish in the sun? Here are some sun safety tips from the Skin Cancer Foundation. • Limit exposure from 10 a.m. to 2 p.m. • Wear hats, long-sleeved shirts and long pants when out in the sun. • Wear sunscreen and reapply at least every two hours, even on overcast days. • Remember sand, concrete and water reflect sunlight, so sitting in the shade is no guarantee against sunburn.

- Avoid tanning parlors. The ultra-violet light in the booth is the same stuff that comes from the sun and causes sunburn, premature aging and increased risk of skin cancer.
- Keep infants out of the sun. Use sunscreen on children age 6 months and up.
- Fair-skinned people, outdoor workers and people who already have had skin cancer should be especially careful.
- Doctors also suggest that blacks use sunscreens and protective clothing when exposed to intense sun for several hours. Black skin is less likely to burn because it produces more protective melanin.

HMO Reunion date reminder

This is another reminder for former employees of the Broadway Hermetic Motor Operation to mark Saturday, Nov. 7 on their calendars. The third annual HMO Reunion will be held at Goeglein's on Maysville Rd. that evening.

More information, with a reservation form, will appear in a later issue of the GE News. Dottie Askren (485-7465), Martha Musselman (493-3074), Sally Eichhorn, Building 4-4 (ext. 3068), or Ed Evans, ACSD (Ext. 5321) will answer any question you might have.

State Police advise using safety belts

The Indiana State Police are reminding citizens that they are now required to wear their safety belt in the state of Indiana and in many other

states. Be sure to buckle up, especially during vacation. It's not just the law; it's your life!

GE Club June 30 softball standings

1	Hoggs	9-1-0	6	Brothers Screen Printing	5-7-0
2	Blackhawks	8-2-1	7	Decatur	4-8-0
3	Bombers	8-3-0	8	Showstoppers	3-9-0
4	Thirsty Horde	7-5-0	9	Fort Wayne Blues	1-11-0
5	Afterburners	6-6-1			

GE Club summer golf scramble

The summer golf scramble will be held at Maumee Valley Golf Course in New Haven, on July 11, 1987. The format will be a "shot-gun" start (all teams teeing off at the same time) at 7 a.m. Plan to be there 15 to 20 minutes early to allow time to get to your starting hole assignment. Starting positions will be assigned at the course. The style of play will be similar to that used in past scrambles—a four player Florida scramble with handicap. Prizes for team play and individual longest drive and closest to the pin will be awarded. We will start play at 7 a.m. sharp.

GOLF SCORES - 7/1/87
BIRDIES: Cobb, Linkous, Peterschmidt, Rodenbeck, Bradtmueller, Nevers, Olwine, Coleman, Plemons, Fuller, Brokaw, Chiaramonte, Witzigreuter, Guzek, Guillaume, Johns, Rappert, Stackhouse
LOW GROSS: Eben Cobb, Bill Green, 37.
LOW NET: Jim Witzigreuter, Tim Guzek, 30.
LOW PUTTS: Bill Sutton
MOST UNDER AVERAGE: Roxann Shafer

Adlets

FOR SALE

HOUSE, near Southtown, 3 bdrms, 2 lots, good gas furnace. 447-2280.
WESTINGHOUSE REFRIGERATOR, cprtne, runs well, \$90, aft. 5 p.m. 485-5556.
LADIES CLOTHING, szs. 40 -44, blouses, dresses, suits, coats, etc. 424-7474.
'76 ELDORADO TRUCK CAMPER, 9', \$750. 1-724-4992.
GARAGE SALE, July 9-11, 2202 Hughes Dr., turn E. at 9117 S. Anthony.
BUNK BEDS, like new, \$325. 627-6398.
'74 PORSCHE 914, needs work. 744-5536.
35' FIFTH WHEEL, deluxe mdl, one owner. 693-3879.
LOVE SEAT, grn stripe, like new. 432-8780.
12'x60' OLDER MOBILE HOME, ex. cond., appls, air, make offer. 486-4633.
GE WASHER & DRYER, cprtne; dining room suite. 747-7980.
YEAR-ROUND LAKE HOME on north side of Big Cedar Lake. 1-691-2829.
'82 BUICK, 2 dr., Landau top, ex. cond. 672-3884.
GE FROST-FREE REFRIGERATOR w-ice maker, 3 yrs. old, ex. cond., wht w-glass shelves. 744-2266.
AUCTION, Aug. 8, 10 a.m. Ohio time, corner 500 & 613, Payne, Ohio.
CAST IRON TRACTOR SEATS, 8, \$10 each. 456-7352.
'82 BUICK, 2 dr., Landau top, excellent. 672-3884.

FOR RENT

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avail. now-Nov. 485-4264.
MYRTLE BEACH, S.C., vacation rental, lovely 2 bdrm condo, 2 baths, porch, in/out pools, near beach/golf. 1-216-526-1258.
MARCO ISLAND, FLORIDA, deluxe condo on beach, July & Aug., \$400/wk. 485-6047.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW - all ages & special events. 745-1545.
LIVE C&W, C&R, 50s-60s R&R by KC & Company Band, dances, parties, receptions, conventions. 489-3704.
CONCRETE CONSTRUCTION - replace/repair/new work. 456-1187.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.
STORAGE SPACE FOR FOLD-DOWN CAMPER, prefer north or NE. 485-8429.
8 MM MOVIE PROJECTOR. 672-2322.

Elex calendar

- July**
- 15 El-Par, 11:30 a.m., Hall's Gas House, order from menu.
 - 17 Quintus Meeting, 1 p.m., Georgetown Library
 - 19-26 Elex Carribean Cruise
 - 22 El Par Board Meeting, Atz., Tillman Rd., 9:30 a.m.
 - 27 Honorettes, 1 p.m., Salem United Methodist Church
- Aug.**
- 7 Quintus Board Meeting, 9:30 a.m., Hall's Guest House.
 - 18 Elex Board Meeting, 4:45 p.m., Elex Office.
 - 21 Quintus Meeting, details to be announced.
 - 24 Honorettes, 1 p.m., Salem United Methodist Church.
- Sept.**
- 14 Four Penny Opera & Supper at GE Club, 4:45 p.m.
 - 15 5 Chapter Luncheon at Hall's Guest House, noon.
 - 28 Honorettes Meeting, Salem United Methodist Church, 1 p.m.

Feel good again

Problems don't solve themselves. Ask for help from your Employee Assistance Program.

In memory

George M. England, 6702 S. Anthony, died May 24. He retired from GE in 1962.
Fidells Blirschmeyer, 2109 Brooklyn, died May 26. She retired from GE in 1961.
Josephine M. Haughan, 2606 Fairfield View Place, died June 19. She retired from GE in 1960.
Hedwig Klejnot, 706 Reed Rd., died June 26. She retired from GE in 1962.
Russell E. Bennett, 6934 Blake Drive, died June 28. He retired from GE in 1963.
Elleen M. Stelnacker, 432 W. Butler, died June 29. She retired from GE in 1960.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
The item(s) referred to in this ad are in no way connected with any business venture
Signature _____

Retirees invited to open house at Broadway East

Broadway East retirees and their families are invited to an open house at the Broadway East plant on Saturday, Sept. 19.

Employee volunteers will demonstrate various manufacturing operations. There will also be end-product displays to show how GE motors are used.

"We're very much looking forward to seeing our retired friends on Sept. 19," said Rhonda Gage, who serves on the open house committee. "A lot of preparation is going into this event to make it as special as it can be."

The open house is being sponsored by the "Inside Story," a Self-Directed Workforce issue team.

The event will begin at 10 a.m. and will conclude at 2 p.m. Retirees who would like to attend should complete the following form and mail it to the address listed on the form. A future GE News will list instructions for picking up tickets on the day of the open house.



Broadway East employees hold a banner to welcome retirees to the open house Sept. 19. Pictured are (from left) Tom Perl, Otis Cotton, Helen Stahlhut and James Meekin.

Broadway East Open House Sept. 19, 10 a.m. to 2 p.m.

Employee's name _____

Number of guests _____

Please mail to: "Open House", Building 4-2
1635 Broadway, P.O. Box 2204
Fort Wayne, IN 46801

Business Team

Continued from Page 1.

tact with our customers' financial people to help them solve problems with greater speed. The customer is clearly the winner," he said.

Inputs from everyone

"The key to business teams is not that we have eight guys sitting around a table making decisions," Habegger pointed out. "It's that we now have inputs from a customer perspective from people in every function. As many employees are seeing, the business team relies heavily on the counsel and expertise of employees at every

level of the organization when making decisions that affect our business. Just as our Manufacturing people have become a Self-Directed Workforce to serve customers with top quality, productivity and lower cost, our business as a whole has become customer-directed to best meet their marketing, technology and service needs.

"With everyone involved, we are making a difference for our customers and our own Motor Business. We're more than a vendor; we're a business partner. Working as a team assures that we keep our customers' needs in front of us."

First-quarter results show gain in Motor Business, GE war on inventory

The Motor Business made significant gains in its war on inventory in the first quarter of 1987, according to Tom DeLong, manager of forecasting and materials programs.

CMO inventories in dollars decreased by around \$7 million from the same time last year, while inventory days went down nearly 18%.

The Holland plant showed the most impressive improvement—down some 43% in dollars and 37% in inventory days. Other plants leading the pack were Murfreesboro, Scottsville and Nashville.

GE's company-wide inventory fell from 197 days during the first quarter of 1986 to 166 days for 1987's first quarter, according to a Corporate Inventory Council spokesman. It was the lowest days' inventory since this measure was begun 1973.

Measured in dollars, inventory rose for the same time periods by about \$1.7 billion. Inventory totaled \$8.25 billion in 1987's first quarter and \$6.5

billion in '86's first quarter. The '86 figure is a pre-merger one, however, while the '87 figure accounts for both GE and RCA inventories.

Measured again in dollars, inventory increased a little more than \$1.3 billion in the first quarter compared to year-end figures. The plan for the full-year 1987 calls for inventories to remain level in the second quarter before falling steadily during the second half. The year-end plan calls for inventory to be at 122 days and a little more than \$7 billion.

The Corporate Inventory Council was formed a year ago to spur improvement in the company's inventory position, which had swollen to historic highs. The council is composed of some 30 representatives of businesses throughout the company. DeLong is the Motor Business' representative.

The council has the responsibility of spearheading actions to bring inventory down. It acts principally through

the businesses themselves, and through multi-functional, cooperative efforts that bring together manufacturing, marketing, engineering, finance, and others.

The council seeks total, permanent change—with the ultimate goal being to help make GE more competitive globally.

At its recent meeting in Fairfield the council reviewed several businesses that had been successful in reducing inventory. In addition, council members heard from outside companies about "best practices" GE should consider emulating.

The meeting concluded with remarks from Jack Welch, GE chairman. He said the competitive environment over the next few years would intensify and urged council members to be agents of change throughout the company. He called for new thinking and action that would lead to structural change and an enhanced competitive position for the company.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

AUGUST 6, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 28

Motor Business half way to 'two for two'

The Motor Business is half way to its goal of "two for two," David Genever-Watling, vice president, announced before Shutdown.

First half sales for the Component Motor Operation, which includes all Motor Business operations except the Appliance Control Department, were slightly ahead of plan, while net income was right on plan, he reported. ACD had a strong first half as expected.

"I feel good about our performance in the first half of 1987. We have a long road ahead of us to fix our business, but we're clearly making progress," Genever-Watling said.

Positive track record

The Motor Business has begun to establish a positive track record of keeping its financial commitment to the GE Company.

"We hit our financial target in 1986, as meager as it was, and that raised our confidence to go 'two-for-two' in '87. Then we exceeded our first quarter commitment, and now we've done it again in the second quarter," Genever-Watling said.

"This is improving our credibility with the Chief Executive Office. We need to do this to prove that the Motor Business can be a viable part of the GE portfolio."

Continued improvement needed

He emphasized, however, that six months is not a year, and that meeting

'We have a long road ahead of us to fix our business, but we're clearly making progress.'

David Genever-Watling

the whole-year commitment to the Company will require a continued improvement in the execution of the Motor Business strategy.

"We're just beginning to learn how to execute effectively. Our business teams have helped tremendously. And we're realigning many parts of our organization—such as integrating Manufacturing and Technology into an Operations function—to improve our ability to function as a team for our customers.

"Still we have a long way to go, not just to make our goal for the year, but to fix this business for the long term."

First-half results by market

The Motor Business had a good first half in the heating/air-conditioning market. Sales of room air-conditioners were up considerably from last year due to hot spring and early summer

temperatures. This extra volume, coupled with productivity improvements, yielded gains in operating margin.

Motor Business appliance motor sales were up from last year because of strong refrigerator, freezer and laundry markets. Operating margin was also up in the appliance market because of reduced base cost and improved productivity in the plants that make these products.

Commercial market sales were up in the first half from last year, and internal progress was made to improve operating margin. The Motor Business' commercial market business team has focused resources on well-defined programs which are in sync with the needs of customers in that market.

Through a reduction in base cost, the Motor Business improved its operating margin in the industrial market despite down sales and a tough market

environment.

For the longer term, in all markets, the Motor Business must further address its variable labor and material costs while aligning production capacity to sales volume, Genever-Watling said.

Company-wide results

GE Company-wide earnings for the first six months were \$1.344 billion, or \$1.47 per share, up 16% from \$1.158 billion, or \$1.27 per share, for the first half of 1986. Sales in the first half of 1987 were \$17.88 billion, or 31% more than the \$13.67 billion for the comparable period last year.

Commenting on the results, Chairman John F. Welch, Jr. said, "The strong second quarter earnings were in line with our expectations for the entire year. The company benefited both from strong revenue growth—particularly in Financial Services, Aircraft Engine, Plastics and Medical Systems—and strong operating results in a number of businesses reflecting steady progress to strengthen GE's competitiveness.

"Throughout the company, we are realizing the positive effects of streamlining organizations, reducing cost structures and emphasizing product and service quality.

"The second quarter results reinforce our confidence in strong GE earnings for the remainder of 1987."

Bussick tells first-half story on videotape

Motor Manufacturing employees across the business will soon be given the opportunity to see a first-half business review on videotape.

Don Bussick, Manufacturing general manager, tells how the plants did in the first half and what needs to be done in the second half and beyond.

"The video medium is one way that I can share information with people in all of our plants. I feel it's important for everyone to know the business story so that they can take ownership for our goals," Bussick said.

(from left) Don Bussick, Motor Manufacturing general manager, and Bill McShain, Manufacturing Relations manager, discuss first-half results while being videotaped. Copies of the tape have been distributed to the plants and will be shown to employee audiences in the near future.



Five holidays remain in '87

Here is the shutdown and holiday schedule for the remainder of 1987.

All Fort Wayne Motor Manufacturing plants will have a small "s" shutdown from Dec. 21 thru Dec. 25 (fiscal week 52) and Dec. 28 thru Jan. 1 (fiscal week 1, 1988).

The Specialty Transformer Operation, ACSD and the Wire Mill will not have small "s" shutdowns this year.

Five paid holidays remain between now and the end of the year. Company and union officials planned these holidays so that they create extended weekends for employees to enjoy.

The holiday dates are as follows:

- Labor day - Monday, Sept. 7.
- Thanksgiving - Thursday, Nov. 26 and Friday, Nov. 27.
- Christmas - Thursday, Dec. 24 and Friday, Dec. 25.

GE adding to Medical Equipment Business, selling Consumer Electronics Business

GE and Thomson S.A., a French company, signed an agreement last month whereby GE will acquire CGR, Thomson's medical equipment business, while Thomson acquires GE's consumer electronics business whose major products are television sets, VCRs, and audio products.

The transaction will benefit both companies because it strengthens businesses central to the strategic plans of each company.

Medical diagnostic imaging equipment is one of GE's fastest-growing businesses in the U.S. The addition of CGR will significantly strengthen GE's presence in European and Latin American markets. CGR, which has 6,600 employees worldwide, will continue to manufacture and market medical equipment under the CGR name.

"This is a unique opportunity to enhance the participation of GE's medical equipment business in a

growing and very competitive worldwide market," said Jack Welch, GE chairman. "This acquisition adds a strong European presence to the business' current strength in the U.S. and Far East. Our Medical Equipment business, based in Waukesha, Wis., is central to GE's long-term strategic plan."

"Consumer Electronics, although a large business in terms of sales, has not been central to GE's strategic plan. The people of GE Consumer Electronics have been making very good progress in their efforts to increase the business' profitability. They will now become part of a true worldwide consumer electronics business—one very much like Philips and the Japanese firms with whom they are competing.

Jobs In U.S.

"Being part of Thomson—a com-

pany committed to consumer electronics—should do much to enhance and maintain consumer electronics jobs in the United States.

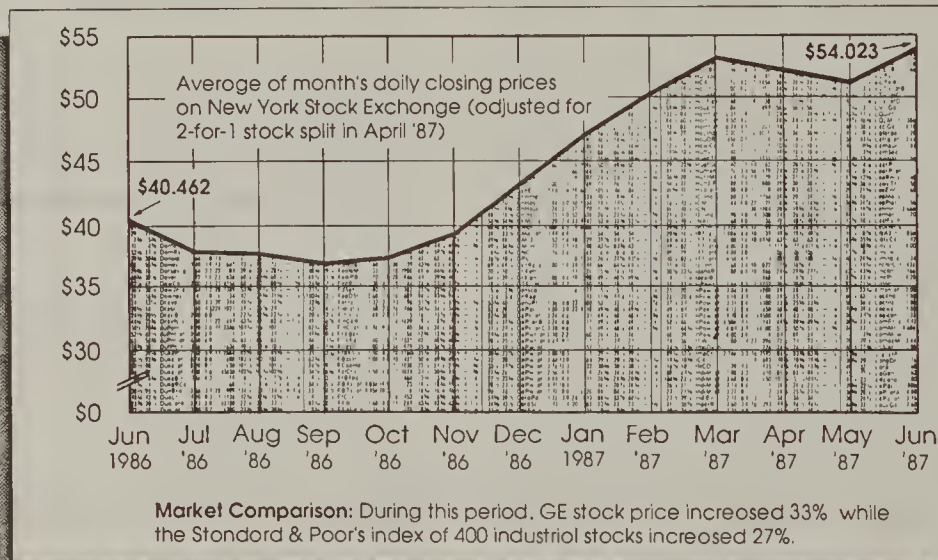
"Both transactions are good for American jobs and American investment. GE's Wisconsin-based medical equipment business will be better able to compete worldwide with Siemens, Philips, Toshiba, and the other foreign manufacturers. And the 10,000 U.S. employees of GE's consumer electronics business will be part of a strong, global company committed to serving the U.S. consumer electronics market through existing GE/RCA facilities."

The transaction is subject to various government reviews. It is expected a definitive agreement will be signed shortly and that the transaction will be completed in 1987.

STOCK WATCH

GE Stock Prices

June '86 — June '87



'87 monthly prices for S&SP investments; not to be used for reporting tax cost

Here is a six-month update of 1987's monthly prices of available investments in GE's Savings & Security Program. These are prices at which S&SP participants bought shares and units with their paycheck deductions and the company's matching payments. GE stock prices have been adjusted to reflect the recent two-for-one stock split.

The Long-Term Fund price for the last day of each month is also shown, as well as year-to-date annual income rates for the Holding Period, LT and Money Market Funds.

These figures should not be used for income-tax purposes. S&SP participants receive individualized tax information statements which provide data needed for tax returns.

'87	GE Stock Price	Mutual Fund Price	Holding Period Fund (Constant \$10 price)				Long Term Fund		Money Mkt (\$10 price) YTD Income Rate
			YTD Annual Income Rate				Price	YTD Rate	
			1984	1985	1986	1987			
Jan	\$47.328	\$36.561	13.1%	12.5%	10.3%	8.5%	\$12.03	8.0%	6.4%
Feb	\$50.497	\$38.751	13.1%	12.7%	10.3%	8.5%	\$12.01	8.4%	6.3%
Mar	\$53.472	\$40.189	13.1%	12.6%	10.6%	8.6%	\$11.80	8.2%	6.3%
Apr	\$52.509	\$39.275	13.1%	12.8%	10.6%	8.7%	\$11.33	8.2%	6.4%
May	\$51.569	\$39.394	13.2%	12.8%	10.6%	8.7%	\$11.16	8.2%	6.4%
Jun	\$54.023	\$40.863	13.1%	12.8%	10.6%	8.8%	\$11.21	8.2%	6.6%

Work rules protect employees' rights and interests

If employees are to be expected to abide by GE work rules, it is only fair that they be reminded of those rules periodically, said Jim Martin, manager of union relations and communication.

"Most employees respect and adhere to the rules. They understand that the rules were set up to protect the safety and rights of employees and help keep Fort Wayne GE businesses competitive," Martin noted.

"Infractions can add to business costs by requiring the hiring of extra people and adding production and administrative costs."

Misdemeanors and negligence

The following violations are examples of misdemeanors and negligent acts:

- All unexcused absence and tardiness as stipulated under the Fort Wayne Absenteeism Control Procedure.

- Inefficiency or poor workmanship.

- Loafing on the job and similar abuse of company time (including early quits and clock card line-up).

- Use of abusive, obscene or threatening language.

- Violation of safety rules, such as failing to wear safety glasses or acceptable footwear when and where required.

- Infraction of shop rules, such as operating equipment without authority.

- Leaving one's assigned job or work area without permission, except in an obvious emergency.

In general, verbal warning and progressive written warning notices will be used. Three written warning notices within one year carry the penalty of one week's suspension. Four written warning notices within one year carry the penalty of discharge.

Serious work rule violations

The following are examples of offenses considered to be of a more serious nature:

- Horseplay.
- Flagrant violation of safety rules.
- Gross carelessness resulting in spoiled work or damaged equipment.
- Reporting to work under the influence of liquor or drugs.
- Flagrant loafing or abuse of time, such as sleeping on the job.
- Failure to return from lunch or leaving the plant without permission of one's supervisor.

The first such offense will result in disciplinary action up to and including a written warning notice and time off. The second offense results in a written warning notice and possible discharge.

Immediate discharge violations

There are certain offenses that are

considered obvious cause for immediate discharge provided the individual's guilt is clearly established. These include, but are not limited to:

- Theft of company or other employees' property.
- Carrying liquor or illegal drugs into the plant, having liquor or illegal drugs in one's possession or consuming liquor or illegal drugs while at work.
- Willful or flagrant destruction of company property.
- Immoral or disorderly behavior on company premises.
- Fighting on company property.
- Willful insubordination, such as refusing to perform a job when directed to do so by the manager.
- Possession of weapons on Company property.
- Falsification of clock cards or records, including being out of the plant while clocked in or punching the time card of another employee.

Still room for more participants at Winter St. Reunion

Many former Winter Street Plant employees have made reservations for the plant's first annual reunion to be held at Goeglein's on Oct. 31. There is still room available, so the reservation deadline has been extended to Oct. 7.

Cost of the reunion is \$7.50 per person. This covers hall rental, hors d'oeuvres, music and entertainment from 7 p.m. to midnight.

Please send your reservations and money to any of the following contact

Winter Street Reunion

Enclosed is \$ _____ for _____ reservations (\$7.50 per person) for the First Annual Winter Street Reunion. Make checks payable to Evelyn Engel.

☐ Yes, I would like to serve on next year's planning committee.

Name _____

Address _____

Phone _____

Submit this form and check to the contact person in your area, or mail it to Evelyn Engel, 3315 Chancellor Drive, Fort Wayne, IN 46815.

persons: Minnie Bryant, Building 4-5; Evelyn Engel, (see reservation form);

Donna Webb, Section 14; or Ruth Wonderly, ACSD.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction -Paul Christlieb, Darrell Resler.

Adlets

RIDE WANTED

ST. JOE, IND. to BDWY, 1st shift, Ext 3646.

FOR SALE

COLEMAN COOLER CHEST, 45 qt.; metal footlocker, metal covered. 747-3792.
GARAGE SALE, Aug. 7 & 8, 423 W. Sherwood Terrace, bottles, 9'x12' rug, ramp, etc.
MOBILE HOME w-10'x 20' addition, new kitchen, woodburner, must sell, \$6,495 or best offer. 745-5008.
SEARS DRAPERIES, thermal lined, bge, 132"x 54" & 66"x54" w-brass decorator rods. 483-0107.
GIRL'S CLOTHING, sz. 14 pre-teen, shoes sz. 6. 623-6373.
GOLDEN RETRIEVER, 1 yr old, great disposition. 486-6634.
72" DAVENPORT, dk red velvet, ex. cond., \$60. 447-1126.
DAVENPORT, chair, Sears 5 cu. ft. frzr., like new. 456-1686.
30 GAL. AQUARIUM, accessories, stand, fish, nice. 432-8529.
MEN'S 26" 5 SPEED BIKE, ex. cond., sell or trade for his or her 26" bike. 422-5258.
BATHROOM VANITY, 22"x24"; floral sofa; 4 Goodyr. tires, 195x75, 14"; baby bed. 483-2873.
CENTRAL FLORIDA PROPERTY, 6 acres; '86 dblwide, sell or trade equities for local property. 745-7844.
'82 YAMAHA 650 HERITAGE SPECIAL, ex. cond., \$950. 485-9602.
21' VENTURE SAILBOAT, slps 4, ex. condition, \$4,200; call aft. 5 p.m. 1-317-897-9377.
QUEEN SIZE BEDROOM SUITE; 6' mirror; chairs; 10 HP mower. 424-8691.
SEARS 18,000 BTU AIR CONDITIONER, 230/208V. 483-8404.
'85 MUSTANG GT, 5 spd, 5.0 liter, V8 302, maroon, 36,000 miles, \$7,000. 493-2223.
UTILITY TRAILER w-lights, 4'x8', \$225. 426-2631.
GE WASHER, 15 yrs. old, mtr. good, repairs needed, best offer. 483-3062.
THREE BEDROOM HOUSE, near Southtown, 2 lots, good gas furnace. 447-2280.
ANTIQUES: oak chest of dwrs; oak rocker; walnut sewing rocker. 632-4733.
LADY'S FORMAL, sz. 20-½; long skirts, szs. 34-36, pant suits, szs. 20-½ & 22-½. 424-7474.
COUNTRY HOME, 1-¼ acres, Hoagland, price negotiable. 485-6047.
'79 CUTLASS SUPREME, best offer. 639-6813.
19" QUASAR MOTOROLA COLOR TV, no remote control, \$50. 485-4987.
DEHUMIDIFIER, deluxe, used one month, cost \$250, sell for \$175. 749-7504.
OAKBROOK DOUBLEWIDE TRAILER, 24'x56', Florida adult park, loaded, \$29,500. 1-904-326-8491.
SHEERS, bge, 120"x84" & 96"x84", clean, very nice. 744-3435.

GE TWO WAY CITIZEN BAND RADIO, 40 ch., new in the box. 447-0691.
MANUAL HOSPITAL BED w-good mattress, \$69. 447-7492.
ANTIQUES: Duncan Phyfe dining tbl & mahogany chest; lge coffee & end tbls, all ex. cond. 486-3080.
10' ALUMINUM BOAT; lawn edger; three whl bicycle. 747-2271.
GE 30" RANGE HOOD w-two spd fan & two lvl lt, clean. 432-3127.
GE 20 CU. FT. CHEST FREEZER, \$100. 485-9396.
BASSET HOUND, obedient, trained, needs a good home. 637-8353.
'85 GMC STARCRAFT VAN, 27,000 miles, loaded, \$14,500. 493-2142.
MAYTAG GAS DRYER, wht, extra clean, \$65. 489-1462.
DRAWING BOARD w-adjustable legs, 32"x25" w-straightedge on cable & pulleys. 483-8347.
'78 PONTIAC LEMANS, good mechanically, good tires, no dents. 637-2702.
SPECIAL DOUBLE CHAIN 20" DIRT BIKE. 447-2280.
PLAYPEN, like new, \$27.50; baby swing, \$10. 432-4207.
BEDSIDE COMMODE, new, \$60. 627-2429.
20' ALUMINUM EXTENSION LADDER. 744-0531.
AVON BOTTLES & JARS. 745-1666.
AM/FM CAR RADIO for '77 Chev., almost new. 447-9109.
'81 OLDS, ex. cond., 35,000 miles. 447-4091.
GIRL'S 10 SPEED BIKE, 24" whls, very good condition, \$60. 744-4480.
'82 OLDS DELTA 88, diesel, full pwr, ex. condition, 68,000 miles. 486-4693.
MINI-LOP LONG EARED RABBITS, small, \$7. 484-4251.
'82 VW RABBIT DIESEL, 5 spd, good condition, \$1,400, aft. 7 p.m. 1-723-6465.
THREE BEDROOM RANCH, two car att. garage, frpl, C/A, Florida room, \$71,500, quick poss., 6331 Birchdale. 485-2520.
COLONIAL STYLE SOFA, \$25. 432-8644.
HOOD & HEADERS for '69 Roadrunner 383, best offer. 745-7097.

Elex calendar

Aug.

7 Quintus Board Meeting, 9:30 a.m., Hall's Guest House.

18 Elex Board Meeting, 4:45 p.m., Elex Office.

21 Quintus Meeting, details to be announced.

24 Honorettes, 1 p.m., Salem United Methodist Church.

Sept.

14 Four Penny Opera & Supper at GE Club, 4:45 p.m.

15 5 Chapter Luncheon at Hall's Guest House, noon.

28 Honorettes Meeting, Salem United Methodist Church, 1 p.m.

'80 YAMAHA BIKE, 850CC, new tires, brakes, plugs, battery, king & qn seat, great cond., must sell, \$850. 447-0656.
GARAGE SALE, Aug. 7 & 8, 9-4 p.m., 813 W. Fourth Street.
'77 KZ400, blue, lug. rack, ex. cond., 6,000 miles, \$450. 447-6450.

WANTED

SOMEONE TO REUPHOLSTER CHAIRS, lvg & dng room, reasonable; call eves/wkends. 493-4002.
ANY FURNITURE, sm. ktchn tbl & chairs; cof-fee tbls, etc., low price. 485-4917.
MATTRESS & COIL SPRING in good cond. 483-0318.
JOHNBOAT. 744-6606.
MUSICIANS interested in starting H/S rock band. 428-4021.
STORAGE SPACE for fold-down camping trlr. 485-8429.
FREE KITTENS. 489-4684.
SMALL WOOD TABLE w-4 mtchg wood chairs. 432-0856.
12' ALUMINUM ROWBOAT, reasonable. 432-2910.

FOR RENT

TWO BEDROOM CONDO, 5 minutes to Disneyworld, wks Oct. 17-31. 1-396-2785.
TWO UNFURNISHED HOUSES, SW & NW, \$250/month. 747-4066.

FREE

'82 FRIGIDAIRE WASHER, needs motor repair. 422-5483.

SERVICE

CLEANING, reasonable rates. 637-8159.
CLEANING JOBS, reasonable. 432-4268.
HOME REPAIRS, lawns, other odd jobs, reasonable pttime hndyman needs work. 432-1397.
SWEETCAKES THE MAGIC CLOWN SHOW, all ages, gorilla, bear, duck, rabbit. 745-1545.
C&J PETAL FORMS, flowers for all occasions. 493-7117.
CONCRETE CONSTRUCTION, replace/repair/new work. 456-1187.
SSS PHOTOGRAPHY for weddings, special occasions, or portraits in your home. 486-3080.
LIVE MUSIC, C&W to 50's-60's R&R, receptions, conventions, parties, KC & Co. 489-3704.
EXPERT PAINTING, interior/exterior, experienced, estimates. 432-3305.
LANDSCAPING, shrub trimming, lawns, three years experience. 747-5531.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

* ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:
☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Taylor Street rotor area employees adjust to life without conveyors

Employees in Taylor Street's rotor area have been getting used to life without conveyors this week.

Conveyors were removed from the area during Shutdown as part of an effort to reduce cycle time.

In place of conveyors, operators now put their finished parts on a cart and then move those parts to the next operation.

According to Ron Kroemer, manager of technical support, there are two advantages to the cart system over the conveyor system.

First, parts are continually moving instead of sitting idle as they do on conveyors. The goal is for operators to build parts just-in-time for the next manufacturing process, resulting in

reduced inventory.

The second advantage to the cart system is that operators can route parts **directly** to their next required manufacturing process. With conveyors, every part passes through every workstation, even though some parts do not require work at every station.

For example, under the rotor area conveyor system, every shaft passed through stations for grinding, threading, milling, deburring and inspecting. That system was not efficient because many shafts require only a few of these operations.

Annie Bell, shaft grinder, said she likes the new arrangement because "my work area is more open and appears cleaner."

Dale Delagrange, shaft grinder in the rotor area, admits he has reservations about the new system at this point because there have been a number of problems during the first week of operation.

"Come back and see me in a month or so and I'll tell you how it's going," he said. "Right now it feels like we're losing time running carts around...I will do anything I can to make it work—hopefully I'll be here for 13 more years."

Kroemer said problems can be expected in the early stages of such a major change.

"There are a lot of bugs to be worked out, and many things will get easier

with time," he said. "Fortunately we have an experienced workforce to handle it."

Leveraging the experience and knowledge of employees in the rotor area proved effective in the planning stages of the rearrangement.

"Les Fogle, manufacturing engineer, consulted with the people in that area before we began the project," Kroemer said.

"He showed them blueprints of the rearrangement and then asked them to suggest ways that we might improve it. He received a number of excellent ideas that we otherwise would not have thought about. It's just another example of the good things that can happen through our Self-Directed Workforce."

Taylor St. Area Services employees show 'outstanding performance'

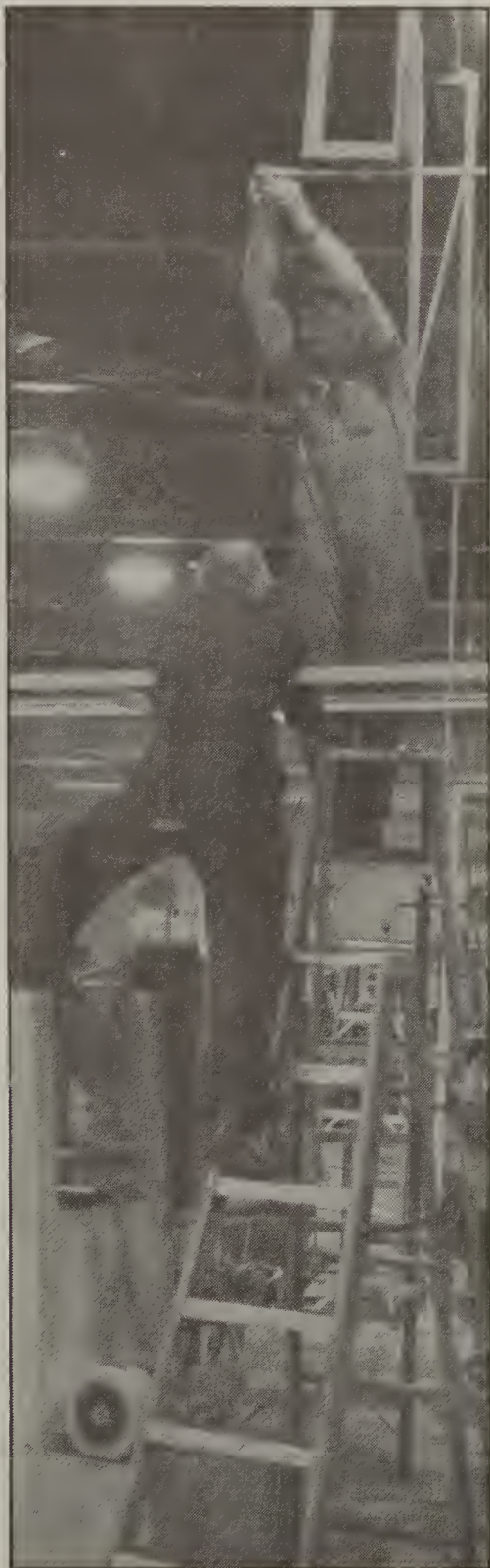
It took "another outstanding performance" by Taylor Street Area Services employees to complete the rotor area rearrangement during the three-week Shutdown, says Gene Trabel, supervisor.

"This was the toughest Shutdown project I've seen in my experience here," Trabel said.

"The deadlines on a job like this are tremendous. Our people have to think of the people in the plant as our

customers—we know that they expect us to have our job done so that they can do their job.

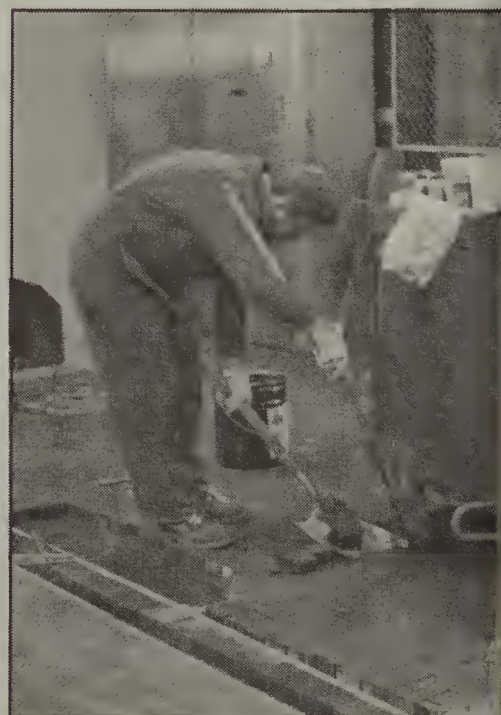
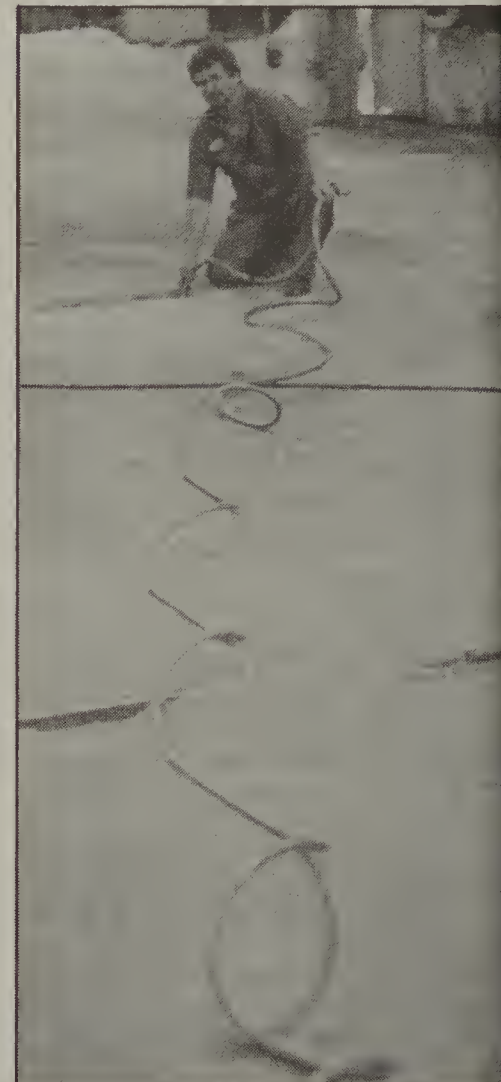
"It's nice to work with a group of guys who have the know-how to handle such a big project in a short time."



Taylor Street Area Services employees begin putting the rotor area back together after the new concrete floor had been poured. Shown are (left bottom to top) Max Christensen, Woody Shelburne, (above) Bill Wilhelm, (right top to bottom) Steve Heaston and Bill Thompson.



Here is what the Taylor Street rotor area looked like before the new floor was poured.





General Electric News

AUGUST 13, 1987

FORT WAYNE, INDIANA

TIME 69, NO. 29

GENERAL PERIODICALS
NON-CIRCULATING

Business

Stocks 2F

F
The Journal-Gazette
Sunday
July 26, 1987

Franklin Electric gears up for designer motors

Bluffton firm turns to specialization

By LYNNE McKENNA
Staff Writer

BLUFFTON — William H. Lawson doesn't expect the good times to last.



The head of Franklin Electric Co. is getting the company ready for the next economic downturn by taking it in new directions. The motor manufacturer, which long depended on standard, mass production

motors, is planning its future on specialized motors. Management has been trimmed, two operations sold and computerized equipment is being installed.

Franklin is focusing on a range of small markets in which it can offer customers a technological edge, said Lawson, chairman, president and chief executive officer.

A little less than a year after the effort started, more than a third of the Bluffton plant's fractional horsepower motor production is specialized models. Lawson would like that to reach three-fourths of production.

There are 300 hourly workers at Bluffton and 250 salaried workers,

including technical personnel and factory and corporate management.

The 43-year-old company has undergone drastic changes in the almost two years since Lawson joined the firm from an Elkhart recreational vehicle manufacturer, Skyline Corp. He succeeded Conrad J. Walcott, who abruptly resigned as president.

The company now has only two business lines: fractional horsepower motors, used in office equipment and other small, electrically driven machines, and submersible motors, primarily used in wells.

One of the packaging and weighing business, sold to a manufacturing group, and motors used in heating, ventilation and air conditioning systems.

Barclays provide evidence the strategy is working. Second quarter earnings of \$2.61 million, or 70 cents a share, were up 20 percent from last year. First-half profit of \$5 million, or \$1.34 a share, were up 19 percent.

Most of that profit improvement is not from increased sales — they were up only 3.8 percent in the quarter — but from what Lawson identifies as key parts of the company's redirection: opening communication between management and other employees and streamlining.

See FRANKLIN / Page 7F.



One of Franklin Electric Co.'s employees works on an assembly line of motors at the company's Bluffton plant. To improve its competitiveness internationally and to prepare for the next fall in the econ-

omy, Franklin is concentrating on a range of small markets. In the last two years, it has diversified its product line, trimmed its management and looked for ways to save money within the plant.

This article, which appeared recently in the Journal Gazette, says Franklin Electric is redirecting its market focus and taking several cost-cutting measures to stay competitive.

'Our competitors, both big and small, are scrambling for ways to keep alive in this tough industry.'

Jeff Irish
Sales planning specialist
Motor Business

more say in Franklin's operations, according to the article. For example, management recently adopted a new floor plan in the Bluffton plant at the employees' suggestion.

Computer systems are being put in place to improve the flow of information between engineering, sales, marketing and the factory. And funds are being allocated for new equipment.

Looking toward economic turn

William Lawson, Franklin's top officer, is trying to prepare Franklin for the next swing in the dollar's value against foreign currency, particularly the Japanese yen. The article pointed out that one-fourth of Franklin's sales were to international markets.

At this time, the lower dollar value is helping sales overseas. But a switch to the other direction could make life tough for the company.

Survival

Irish commented that Franklin's redirection and cost-cutting actions are typical of what motor manufacturers are being forced to do to survive.

"Our competitors, both big and small, are scrambling for ways to keep alive in this tough industry. Some are making it; some aren't. It's obvious that we must constantly drive down our base and variable costs and adjust our focus to meet our customers' needs."

Goodbye to Fairfield Avenue

Motor Information Systems employees located at the rented Fairfield Avenue office building are in the process of moving.

Their new home is located in a newly modernized area in Building 26-2.

John Suci, Information Systems manager, said, "Systems will play an increasingly important role in our business over the next several years."

"The move to Broadway will bring us closer to the mainstream of activity and enable us to significantly improve

our working relations with our business partners."

Savings

In addition, the Motor Business is saving more than \$60 thousand per year by moving to Broadway. That doesn't include the expense of employees traveling back and forth between Fairfield Avenue and the plants.

A major portion of the savings comes from no longer having to pay DIAL COMM telephone lines to Fairfield Avenue.



Robin Stark, computer programmer, packs office items into a box in preparation for the Systems move from Fairfield Avenue to Building 26-2.

Other actions

Franklin has taken several measures to stay competitive besides focusing on niche business.

Management has been trimmed, hourly employees have taken paycuts and the guard service was dismissed in an effort to reduce costs.

Paycuts were accepted by the union in 1985, when workers were making around \$8.50 per hour. Only recently have wages been brought back to that level.

Factory employees have been given

Dag Arnold tells how to better manage stress

Some people are naturally blessed with the ability to manage job stress, says Employee Assistance Program Counselor Dag Arnold. For others, managing job stress is something that must be learned.

There are a number of factors determining the degree to which people are affected by job stress. These include: personality, type of work or activities, financial situation, age and health to name a few.

Stress can be caused by work environment, demands of the job, people's expectations of themselves, and relationships with co-workers.

Symptoms

Stress affects people physically and emotionally.

Physical symptoms include: fatigue, upset stomach, tension headaches, backaches, poor sleep, weight loss, shortness of breath, high blood pressure, nervousness, muscle tension, change in appetite, sweaty palms and cold hands and feet.

Emotional symptoms of stress include: irritability, hostility, loss of self-esteem, withdrawal from friends and relatives, feeling of helplessness, inability to appreciate or enjoy life, loss of concentration and substance abuse.

A common result of stress is "job burnout." This happens when a person puts too much time and energy into the demands of work—whether those demands are real or just imagined.

"Job burnout can negatively affect a person's relationships and even their job performance," Arnold said.

Tips for control

Arnold offers a number of tips that

Assistance is there

Many people need help coping with stress or other problems in their life.

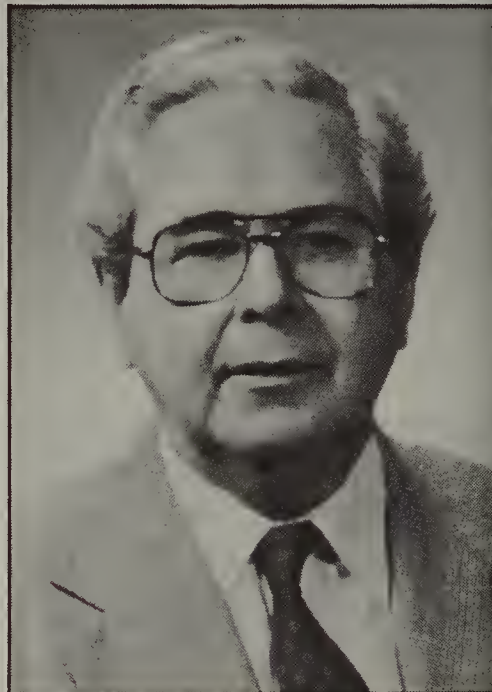
That's why the Employee Assistance Program is there. The counseling service is open to all employees.

If you need assistance, don't hesitate to call Dag Arnold in the EAP office, extension 3671.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.



Arnold

employees can use to help them control stress and avoid job burnout:

- **Exercise regularly.** This is one of the best ways to relieve tension. Pick an activity that you like—running, tennis, swimming, etc.—and stick with it.
- **Eat right.** Eat a balanced diet that includes fresh vegetables, fruits, whole grains, dairy products and meat or meat substitutes. Eat a good breakfast.
- **Get enough sleep.** If you don't, your nerves will be left on edge and you won't be in shape to meet the challenges of the job.
- **Don't abuse alcohol or drugs.** They only cover up signs of stress and make problems worse.

Using time wisely

- **Don't push yourself too far.** Set goals, but make them realistic.
- **Don't procrastinate.**
- **Make a list.** Write down everything you have to get done. Get the most important things done first.

- **Give yourself a break.** Take time out from a heavy workload to relax for a moment and regain energy.
- **Pace yourself.** You'll get more done.

Improving work habits

- **Identify sources of stress.** Write them down. Which ones do you bring on yourself? Which ones are part of the job? Which ones are created by other people?
- **Adjust to your work environment.** Wear proper clothing or equipment and follow recommended safety procedures.
- **Discuss problems with your boss or co-workers.** It probably isn't as bad as you think it is.
- **Be positive.**

Relaxation

Arnold advises people to seek other interests and do things they really enjoy on their own time.

Talk out problems with good friends,

and be kind to yourself by acknowledging your own successes.

Another way to relax is by using these simple exercises:

- **Breathing exercise.** Find a comfortable, quiet place to sit or lie down. Close your eyes and begin to take slow, deep regular breaths. Concentrate on your breathing. Slowly open your eyes and stay still for a moment.
- **Visualization.** Relieve stress by closing your eyes for a moment and imagine yourself in a calm, peaceful place.
- **Quick relaxation.** A quick way to relieve stress while you are at work is to take a short breath and do some light stretching.

Benefits Q & A

Is the Deferred Pay Account (DPA) feature of the Savings and Security Program still available under the new tax law?

Yes it is. A 401(k) plan, such as S&P's Deferred Pay Account, is a tax shelter permitted by the government to encourage people to save for retirement.

Under the new tax law, individuals can still use 401(k) plans to defer as much as \$7,000 of pre-tax earnings in a single year.

This tax-shelter advantage is especially attractive to those whose tax deduction for contributions to Individual Retirement Accounts (IRAs) has been reduced or eliminated under the new law.

S&P participants can save up to 7% of their earnings through DPA—with GE providing a 50% matching payment on amounts eligible for matching. As with an IRA, money in DPA grows tax-free until withdrawn.

Elex asking for rummage

Elex is asking for donations of rummage items for their annual Rummage/Auditorium Sale to be held in October.

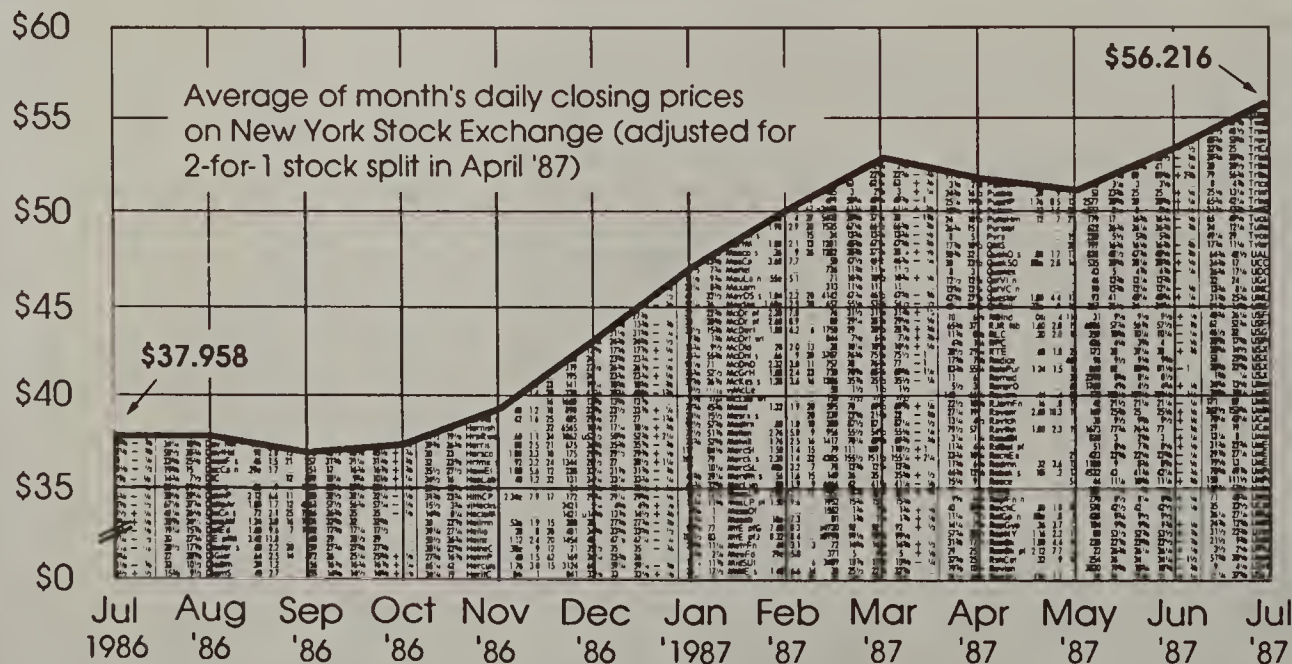
You may bring your donations (i.e., clothing, children's only) to the Elex office.

Office hours are Mondays and Wednesdays, 11 a.m. to 5 p.m., and Fridays, 10 a.m. to 1 p.m.

STOCK WATCH

GE Stock Prices

July '86 — July '87



Market Comparison: During this period, GE stock price increased 48% while the Standard & Poor's index of 400 industrial stocks increased 36%.

Reservations, ballots due Aug. 28 for Quarter Century Club Outing

Reservations for the 1987 Quarter Century Club Outing can be made at the same time ballots are cast for new officers by mailing the form at right. The outing will take place Sept. 12

at the Memorial Coliseum. All who have 25 or more years of service are invited to participate in the fellowship, food and door-prize drawings.

Air Guard holds open house

The United States Navy Blue Angels will be featured in an airshow at Baer Field on Saturday, Aug. 29, and Sunday, Aug. 30.

The airshow is being held as part of an Indiana Air National Guard Open House. There will also be ground displays featuring the USAF Band, vin-

tage WWII aircraft, multi-image shows and much more.

The open house begins at 11 a.m. and will continue until 5 p.m. on Saturday, and on Sunday the hours are 10 a.m. to 4 p.m. Visitors are urged to come before noon. The airshow will begin later in the afternoon.

Quarter Century Club Outing

Outing: September 12, 1987
Reservation deadline: August 28, 1987

(You must be a Quarter Century member to attend & be eligible for prizes.)

- ☐ Yes, I will attend
☐ Sorry, I can't make it

Signature _____

Vice President

- ☐ Donna Aurand, Decatur
☐ Thomas Zeser, Decatur

Secretary

- ☐ Sharon Krinn, Building 4-6
☐ Beverly Thomas, Taylor Street

Directors (vote for two)

- ☐ Bill Bunnell, Taylor Street
☐ Richard Gick, Taylor Street
☐ Wayne Perry, Taylor Street
☐ Lee Schnepf, Retired

Mail this form to: Morrell Travis, GE Motor Business, Section 14, 2000 Taylor Street, P.O. Box 2205, Fort Wayne, IN 46801.

Adlets

RIDE WANTED

ST. JOE, IND TO BDWY, 1st shift. Ext. 2640.

FOR SALE

BEDSIDE COMMODORE, new, \$60. 627-2429.

KELVINATOR REFRIGERATOR, clean, cprtn, runs good. 747-3542.

SUZUKI RM100 DIRT BIKE, good operating cond., \$250. 672-8219.

ANDERSEN WINDOWS, 3, new, 30"x37", \$25 each. 672-3416.

COLECO 15'x30' POOL PARTS: deck, pump, solar cover, filter. 485-3569.

'83 FORD ESCORT, 2 dr. hatch, 5 spd, AM radio, ps, pb, 67,000 miles, good cond.; call aft. 4:30 p.m. 749-2709.

'71 CHRYSLER NEWPORT, pwr, air, good work transportation. 745-9067.

'79 CAPRICE WAGON, needs body work, good mechanically, \$1,000 or best offer. 447-4751.

'73 DODGE DART, 71,000 miles, manual trans., \$400. 489-4602.

FIVE PC. DINETTE SET, good cond., reas; toddler car seat & bike seat. 483-1641.

24' ROUND SWIMMING POOL, new ladder, pump, mtr, filter, very good cond.; call aft. 5 p.m. 424-2946.

Golf

RESULTS OF GE CLUB SUMMER CLUB GOLF SCRAMBLE:

CONGRATULATIONS TO THE WINNERS!

PLACE	TEAM	SCORE
1	Windell, Olwine, Edwards, Cantowine	57
2	Coffee, Gray, Littlefield, Gugliemi	59
3	Korte, Kennedy, Nelson, Elder	60
4	Phillips, Gottschalk, Reas, Patterson	61
5	North, Stiver, Motycka, Rittenhouse	61
6	Payne, Uhen, Heminger, DeGross	62
7	Glittner, Merker, Stephans, Collins	62
8	Sodano, Widek, Sweers, McWhirt	63

Closest to Pin:

- #3 Wells
#6 McBride
#8 Cantowine
#14 Heminger

Longest Drive:

- #9 Gugliemi

In memory

David J. Reidt, Craigville, died Jul. 17. He retired from GE in 1977.

Paul W. Kempf, 4007 Darwood, died Jul. 23. He retired from GE in 1972.

Florence D. Miller, 506 Stadium Drive, died Jul. 26. She retired from GE in 1973.

Stella M. Strong, 2027 Kenwood Ave., died Jul. 28. She retired from GE in 1963.

Ralph N. Hoover, Ossian, died Jul. 29. He retired from GE in 1969.

Victor U. Jacobs, Monroeville, died Aug. 2. He retired from GE in 1975.

Wilbur F. Brown, 1302 Irene Ave., died Aug. 3. He retired from GE in 1974.

Herschel S. Foreman, 4125 Springwood Dr., died Aug. 3. He retired from GE in 1983.

Ellhu T. Lee, 2424 Poinsette Dr., died Aug. 3. He retired from GE in 1970.

Edward C. Becker, 2601 Lynn, died Aug. 4. He retired from GE in 1980.

'82 FLOOD PAPERS, 3/12 thru 4/16, News-Sentinel, best offer. 622-7947.

'75 Z1900 KAWASAKI, good shape, reasonable. 424-6721.

SONY DUAL CASSETTE DECK, new, complete w-mfg. warranty, \$150. 485-6974.

B&D SIDEWALK EDGER, used three times, \$35. 744-0773.

'82 BUICK, 2 dr., Landau top, ex. condition. 672-3884.

FOUR BEDROOM HOUSE, Roanoke, Ind. 672-3786.

STEEL SHELVING, 4 units, 84"Hx48"Wx24"D, hvy duty, \$25. 672-3954.

'77 FORD VAN, good cond., new tires, \$1,800; porta potti, \$35. 482-2668.

DARK PINE BAR w-4 stools.; formal party tbl w-4 arm chairs, like new; call aft. 7 p.m. 747-2723.

GE REFRIGERATOR-FREEZER, 19 cu. ft., wht, \$100; metal clothes closet, 30"x19"x60", \$20, both good cond. 485-2520.

SLACKS, skirts & tops, some Levi, szs. 10-16, \$1 each. 422-6330.

LOVELY COTTAGE, Englewood, FL, slips 7, golf course, near beaches, wkly rates, avail. now-Nov. 485-4264.

MYRTLE BEACH, S.C., 2 bdrms, 2 baths, in/out pools, near beach/golf, completely furn. 1-216-526-1258.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW, all ages, gorilla, bear, duck, rabbit, lots of fun. 745-1545.

TYPING, professional quality, reasonable rates, in my home. 637-2702.

CONCRETE CONSTRUCTION, new work/-repair/replace. 456-1187.

PICKUP & DELIVERY SERVICE, 50 mile radius of Ossian. 622-7747.

Elex calendar

August

7 Quintus Board Meeting, 9:30 a.m., Hall's Guest House.

18 Partizan Social Meeting, 11:30 a.m., MCL, Southtown Mall.

18 Elex Board Meeting, 4:45 p.m., Elex Office.

21 Quintus Meeting, details to be announced.

24 Honorettes, 1 p.m., Salem United Methodist Church.

September

8 Partizan Board Meeting, 11:30 a.m., Alexander's.

14 Four Penny Opera & Supper, GE Club, 4:45 p.m.

15 Five Chapter Luncheon, Hall's Guest House, 12 Noon.

22 Elex Board Meeting, 4:45 p.m., GE Club

Elex Committee Meeting, 7:30 p.m., 18-1 Conf. Rm.

28 Honorettes Meeting, Salem United Methodist Church, 1 p.m.

October

5 Partizan Meeting, 11:30 a.m., Atz, Tillman Rd.

20 Partizan Meeting, MCL, Southtown, 11:30 a.m.

21 El Par Meeting, 11:30 a.m., Richard's Restaurant, Times Corners.

28 El Par Board Meeting, 9:30 a.m., Omega Restaurant.

November

3 Partizan Board Meeting, 11:30 a.m., Atz, Tillman Rd.

5 Pen El Board Meeting, 12 Noon.

9 Elex Bingo Supper, 4:45 p.m., GE Club.

11 Pen El Social Meeting, 11:30 a.m., Bethany Church.

16 Honorettes Meeting, 1 p.m., Salem United Church.

18 EL Par Meeting, 11:30 a.m., Grabill Barn.

WANTED

SOMEONE TO INSTALL BRACE & CEILING FAN, reasonable; call eves. 493-4002.

DEHUMIDIFIER, working condition. 637-3078.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

ADDITIONAL INVESTORS TO SHARE COST ONLY OF STOCK MARKET INVESTMENT NEWSLETTERS, one or two. 485-8546.

FOR RENT

TWO BEDROOM CONDO, five miles to Disney, FL, wks Oct. 17-31; call eves. 1-396-2785.

Visit the
Building 21 branch

**FORT WAYNE
NATIONAL**
that's my **BANK**



*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

AUG 20 1987

GE motors, transformers come home to Broadway

Allen County Public Library

GE Medical Systems equipment used in new St. Joseph radiology department

Could a GE motor or transformer be used to help doctors trace a disease in your body or even save your life?

They could if you're one of the thousands of area residents each year who will use St. Joseph Medical Center's newly renovated radiology department.

St. Joseph purchased nearly \$4 million worth of GE Medical Systems equipment for this ultra modern facility. Much of that equipment contains motors and transformers manufactured at GE Broadway plants.

According to Sandy Siebert, radiology director, St. Joe is a long-standing customer of the Milwaukee-based GE Medical Systems business.

"We continue to buy GE equipment because we're impressed with GE's quality, service and technology," she said.

Reliability is essential

Siebert stressed the importance of reliability in medical equipment.

"In some emergency cases, the doctor needs our services pronto. The patient's life could be at stake. In those situations my staff doesn't have time to worry about our equipment working—we count on it."

Broadway Motor Production Manager Claude Sparks said he's very much aware of the need for unfailing reliability in GE medical equipment and, in particular, GE motors that go into that equipment.

"There's a lot of responsibility involved in making medical equipment components," said Sparks. "The term 'product quality' takes on a whole new meaning when human life is involved."

St. Joe now boasts one of the most advanced radiology departments in the country.

Department features

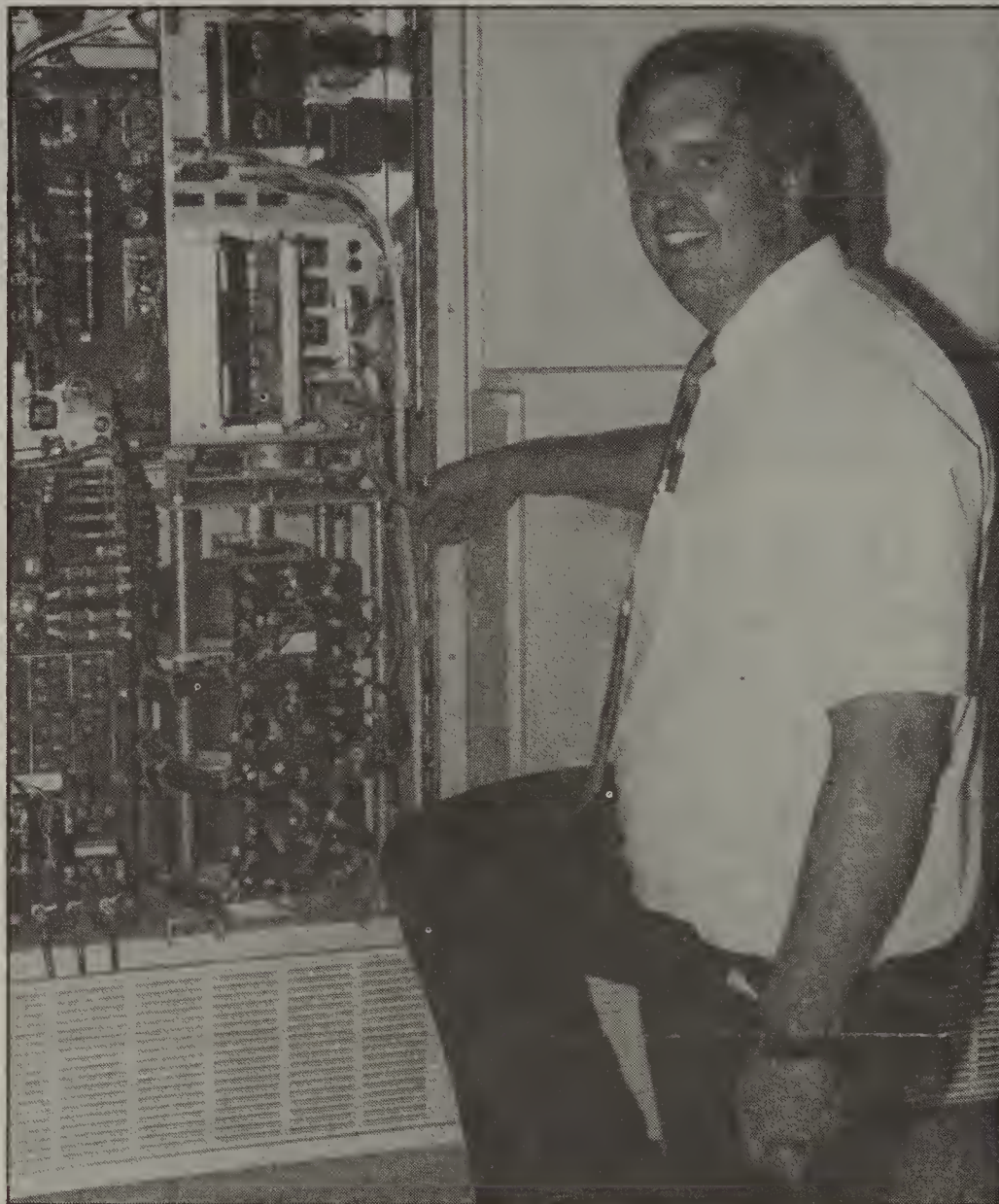
A few features of the multi-million dollar facility include: three radiographic rooms (one which is specially designed to provide emergency x-rays); three fluoroscopic rooms; a special-procedures room; a new nuclear medicine area; a computerized tomography (CT) scanner, which scans patients in less time than conventional scanners while providing improved image resolution; and an ultrasound department which performs abdominal, obstetrical, ophthalmic and cardiac procedures as well as peripheral, carotid and vertebral doppler imaging.

"We're excited about our new facility," said Siebert. "It allows us to provide our patients with the best service available in the area."

The new radiology department will be featured in an open house to take place at St. Joseph in 1988.

'...My staff doesn't have time to worry about our equipment working -- we count on it.'

Sandy Siebert
radiology director
St. Joseph Med Center



Dennis Minnick, Medical Systems representative in Fort Wayne, points to a Fort-Wayne GE manufactured Volt-Pack autotransformer installed in new x-ray equipment at St. Joseph Medical Center. The Volt-Pack is designed to hold precise voltage in sensitive equipment.

GE Days at King's Island scheduled

Discount tickets for GE Days at King's Island are available at all locations of the Midwest America Federal Credit Union while supplies last.

Tickets may be purchased for either Saturday, Sept. 19, or Sunday, Sept. 20. Please specify which day you want when purchasing the tickets.

Cost of each ticket is \$6.25. Regular gate admission is \$15.95.

Saturday hours for GE Days are 10 a.m. to 11 p.m. Sunday hours are 10 a.m. to 10 p.m.

Volunteer Fire picnic Aug. 22

The Volunteer Fire Department picnic will be held Saturday, Aug. 22 at the Southwest Conservation Club. It begins at 11:30 a.m.

Strike it rich for Junior Achievement Super Bowl

Bowlers are asked to mark their calendar for Saturday, Oct. 17. That's the date set for the Junior Achievement "Super Bowl" to be held at participating area bowling alleys.

Westwood Bowling Lanes have been reserved for GE people who would like to participate.

Five member teams—men, women or both—will bowl for pledges to help bring economic education to the more than 15,000 students participating in JA Programs. Bowlers are asked to obtain pledges from friends, family or business associates for the total of their three-game series.

Teams will compete for prizes, including limousine service and dinner for the entire team at Paradise Cafe.

Individual bowlers, who must be at least 21, will also compete for prizes, including a large screen T.V. to be awarded to the bowler who is most successful in obtaining pledges.

Each team can be made up of family and friends, as long as the team captain is a GE associate.

Cost per bowler is \$5 (tax deductible). This covers bowling fees and a party sponsored by Pizza Hut at the

Scottish Rite Auditorium following the fundraiser.

Team rosters must be turned in to JA by Sept. 15. Call Larry Franck on extension 2990.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie; Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



General Electric News

AUGUST 20, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 30

A day in the life of the Self-Directed Workforce

6:48 a.m. — A group of Taylor Street shaft grinders meet to iron out problems associated with a rearrangement of equipment in their area.

12:30 p.m. — Production Manager John Pinnington holds his weekly meeting with "workteam communicators." He listens to their concerns and gives an update of Taylor Street's performance. The communicators relay this information to their co-workers.

Throughout the day — Paul Van Horn, expeditor, races through the Taylor Street plant, checking with workteams to make sure they're getting parts out in time to meet customer promises.

1 p.m. — A group of Broadway and Taylor Street employees kick off another 10-week semester of the "Working" interpersonal skills course.

1:15 p.m. — The Broadway Inventory Council, made up Manufacturing employees, organizes stock in the brush area. Keeping inventory to a minimum is top priority with this committee.

These are a few examples of the types of activities taking place in the Fort Wayne plants since they adopted the Self-Directed Workforce concept nearly two years ago.

"We've come a long way," said Becky Cornelius, endshield assembler at Taylor Street.

The most noticeable change, she said, is that people are more willing to go beyond the boundaries of their job description to help each other.

"That's the whole idea behind self-direction," said Scott Ernst, production facilitator. "We build our team together."

"Working" builds teams

The Working course is a large part of the team-building process. One third of the workforce has taken the course. Many say it has changed the way they handle problems and interact with co-workers.

"It (Working) helps you learn how to give ideas and work with other people," said John Ralston, workteam communicator in Building 4-4.

According to Jerry Smolek, the Motor Business' SDW advisor, Fort Wayne operations are among the top implementors of Working in the business.

"One of the most impressive aspects of the Fort Wayne Working program is that salaried and hourly people take the class together. That type of interaction is way overdue in our business. In the past, out tendency has been to train the salaried workforce only," Smolek said.

Employees apply skills they learn in Working in a variety of ways. One way is through "workteams." These are made up of employees who share a



John Ralston
workteam communicator, Building 4-4

'Everybody's ideas count now. Management doesn't just come up and tell you what to do anymore.'

common task, such as making endshields.

Each workteam elects a communicator. That person is responsible for coordinating schedules and addressing quality concerns with communicators from other areas. They also pass information between the team and plant management.

Issue teams are another critical part of SDW. These teams trouble-shoot specific problems or issues in the plant. The "Housekeeping and Safety" issue team at Broadway, for example, walks the floors monthly to inspect for cleanliness and safety. Each month they present an award to the most improved area.

Communication issue teams at Broadway and Taylor Street have initiated newsletters to improve communication in the plant.

Steering Committee charts course

A "Steering Committee" made up of

'It would be nice if management could come out with an announcement saying, 'GE is going to stay here.'

Becky Cornelius
endshield assembler, Taylor St.



Ron Kroemer
manager, technical support

'I think we have to improve our degree of trust in one another and talk to each other more.'

union and management officials is key to the development of SDW in Fort Wayne overall. The committee meets each Tuesday morning to talk about stumbling blocks that have arisen the previous week. Together they find solutions to those problems and chart the future course of SDW.

Recently the steering committee has started the practice of walking through the Broadway and Taylor Street facilities. They talk to employees to find out what their concerns are.

Results impressive

The results of SDW in Fort Wayne have been impressive. Taylor Street has made giant leaps in productivity and quality over last year. Groups from other GE components, customers and potential customers are have toured Taylor Street and Broadway to learn how to make an effective transition from a traditional tops-down management system to one that encourages

employee involvement.

Still there are miles to go.

Ralston says the future of SDW rests on ideas from people on the floor.

"Everybody's ideas count now," he said. "Management doesn't just come up and tell you what to do anymore."

"I think we have to improve our degree of trust in one another and talk to each other more," said Ron Kroemer, manager of technical support.

Cornelius suggests, "Everybody should take turns at being a workteam communicator each six months. I think that would be a good way to get people's feet wet and get them motivated."

"It would be nice if they (management) could come out with an announcement saying, 'GE is going to stay here.' Then people would say, 'OK, we've got it; now let's go for it."

"But we have to realize that we've got to make the Self-Directed Workforce work to stay."

Benefits Q & A

Under what conditions can I withdraw the Deferred Pay Account portion of my S&SP investments—short of leaving GE? Has the new tax law changed these provisions?

The conditions for withdrawal of DPA funds are essentially the same as before the tax law change. However, under the new law there is a 10 percent penalty on early withdrawals. Withdrawal of securities or cash from your Deferred Pay Account prior to termination of employment is permitted only if you need cash for serious personal or family financial emergency. S&SP provisions state, however, that if future Internal Revenue Service (IRS) regulations permit, you will be

able to make withdrawals from DPA to purchase or build a primary residence, or for educational expenses. To date, the IRS has not spelled out the rules regarding whether withdrawals for those expenses (home purchase and educational expenses) are permitted. The new tax law still allows early withdrawal for financial emergencies. But as of this year you will generally incur the 10% penalty on top of the regular tax due on withdrawals. Hardship withdrawals made to pay deductible medical expenses are exempt from the penalty. In addition, the new law limits the amount you can withdraw for hardships to your personal contribution to the plan.

'87 monthly prices for S&SP investments; not to be used for reporting tax cost

Here is an update of 1987's monthly prices of available investments in GE's Savings & Security Program. These are prices at which S&SP participants bought shares and units with their paycheck deductions and the company's matching payments. GE stock prices have been adjusted to reflect the recent two-for-one stock split.

The Long-Term Fund price for the last day of each month is also shown, as well as year-to-date annual income rates for the Holding Period, LT and Money Market Funds. These figures should not be used for income-tax purposes. S&SP participants receive individualized tax information statements which provide data needed for tax returns.

'87	GE Stock Price	Mutual Fund Price	Holding Period Fund (Constant \$10 price)				Long Term Fund		Money Mkt (\$10 price) YTD Income Rate
			YTD Annual Income Rate	1984	1985	1986	1987	Price	YTD Rate
Jan	\$47.328	\$36.561	13.1%	12.5%	10.3%	8.5%	\$12.03	8.0%	6.4%
Feb	\$50.497	\$38.751	13.1%	12.7%	10.3%	8.5%	\$12.01	8.4%	6.3%
Mar	\$53.472	\$40.189	13.1%	12.6%	10.6%	8.6%	\$11.80	8.2%	6.3%
Apr	\$52.509	\$39.275	13.1%	12.8%	10.6%	8.7%	\$11.33	8.2%	6.4%
May	\$51.569	\$39.394	13.2%	12.8%	10.6%	8.7%	\$11.16	8.2%	6.4%
Jun	\$54.023	\$40.863	13.1%	12.8%	10.6%	8.8%	\$11.21	8.2%	6.6%
Jul	\$56.216	\$42.024	13.1%	12.8%	10.6%	8.9%	\$11.12	8.1%	6.6%

Club offers free square dance lessons

The GE Club will again sponsor five free square dance lessons for GE employees and retirees beginning Sept. 11 from 7:30 to 9:30 p.m. at the GE Club gymnasium. "Many people don't realize the mental and physical exercise they can get from square dancing," said Carl Brandt. He has instructed the lessons sponsored by the Club and several other groups for 32 years. "The exercise in two hours of square dancing is equivalent to the benefits gained from jogging four miles," said Brandt. "We do a lot of twisting, turning and moving. Dancing assistance will be offered by the Whizzers Square Dance Club. Guests are welcome for a nominal fee. Several square dancing groups are

open to those who want to continue after the first five lessons. Those wanting more information should phone Brandt at 432-1677. **Daytime lessons available** Brandt, along with members of the Golden Squares Dance Club, will teach square dance for beginners from 1-3 p.m. Wednesdays. These classes start Sept. 10 and will continue for five weeks. These lessons are also free to employees and retirees, with a nominal charge for guests. "We'll teach the Community style of square dancing at a pace that's enjoyable for all," says Brandt.

Elex resumes programs

The "Four Penny Opera," with their lively ladies' barbershop quartet, will kick off the Elex programming season Sept. 14. Dinner will be served between 5 and 5:45 p.m. at the GE Club Gymnasium. The cost for supper programs this year is \$5, up 25 cents from last year. That reflects a price increase by

the caterer, Venice Restaurant. The raffle for the 1989 Convention will be conducted at this program. Elex and the chapters will have items for sale throughout the evening. Reservation deadline is Friday, Sept. 5. See your contact representative or call the Elex office, 428-3240.

Adlets

FOR SALE

SPINNING WHEEL, clock, china, coffee grinder. 486-8924.
NE THREE BEDROOM RANCH, 2-1/2 baths, 2 car garage, 1,650 sq. ft., C/A. 486-3900.
'84 OLDS CUTLASS BROUGHAM, full pwr, excellent condition, 16,000 miles. 486-4693.
250 GALLON PORTABLE SPA, 7 jets, new. 1-244-5461.
BLESSING TRUMPET, ex. cond.; antique upright piano; oak cabinet; occasional lg rm chair. 432-6170.
SMOKE DETECTORS & Halon fire extinguishers. 456-8384.
'73 OLDS 98, loaded, runs excellent, 98,000 miles. 485-4039.
GE WASHER & DRYER, excellent condition, one owner, \$200. 447-3856.
LOVESEAT SOFABED, ex. cond.; small spinet piano. 432-6338.
PROFESSIONAL SLATE POOL TABLE, w-new felt, \$650. 447-9485.
TWIN BED FRAME, hard maple; young adult desk. 485-9737.
MASON FRUIT JARS for canning, 6, \$1.50 each. 485-0102.
CERAMIC PAINT, used molds, bisc, reasonable, aft. 6 p.m. 426-1728.
KENMORE DISHWASHER, 9 yrs. old, good condition. 447-5789.
SHALLOW WELL PUMP, good running condition. 1-344-1441.
KICK PRESS, half ton on steel stand, \$95. 484-4515.
'78 CHEV. PICK-UP, three spd flr shifter, 6 cyl., good cond., low mileage. 747-3542.
LAWN MOWER, Montgomery Wards, reel type, gas powered, \$50. 486-4529.
DEN COUCH (4 cushion), & chair, blue, plaid, good cond., \$250. 432-8003.
SCHWINN BOYS DIRT BIKE, blk & yellow, \$75. 672-8752.
GOLF CLUBS & BAG, ladies beginner & youth (10-14). 436-0269.
LAKE FRONT COTTAGE ON JAMES, \$63,500; open hse Aug. 23, 3184 Uncle Tom's Pl. 484-4185.

WANTED

PORTABLE DISHWASHER, good condition. 432-4347.
FULL LENGTH DOOR MIRROR; oval braided rug. 432-6338.
STORAGE SPACE FOR FOLD-DOWN CAMPING TRAILER. 485-8429.
WOOD OR METAL STORAGE SHED, approx. 10'x10', in good cond. 485-2520.

In memory

Lillian D. Hall, 3020 Clara Ave., died Aug. 7. She retired from GE in 1968.

FOR RENT

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rate, avail now-Nov. 485-4264.

SERVICE

KC & COMPANY BAND, will play parties, conventions, dances, receptions, etc. 489-3704.
CONCRETE CONSTRUCTION, repair/replace/new work. 456-1187.
EXPERT PAINTING, interior/exterior, experienced, free estimate. 432-3305.

Elex calendar

- September**
8 Partizan Board Meeting, 11:30 a.m., Alexander's.
14 Four Penny Opera & Supper, GE Club, 4:45 p.m.
15 Five Chapter Luncheon, Hall's Guest House, 12 Noon.
22 Elex Board Meeting, 4:45 p.m., GE Club
Elex Committee Meeting, 7:30 p.m., 18-1 Conf. Rm.
28 Honorettes meeting, 1 p.m., Salem Church.
- October**
5 Partizan Meeting, 11:30 a.m., Atz, Tillman Rd.
20 Partizan Meeting, MCL, Southtown, 11:30 a.m.
21 El Par Meeting, 11:30 a.m., Richard's Restaurant, Times Corners.
28 El Par Board Meeting, 9:30 a.m., Omega Restaurant.
- November**
3 Partizan Board Meeting, 11:30 a.m., Atz, Tillman Rd.
5 Pen El Board Meeting, 12 Noon.
9 Elex Bingo Supper, 4:45 p.m., GE Club.
11 Pen El Social Meeting, 11:30 a.m., Bethany Church.
16 Honorettes meeting, 1 p.m., Salem Church.
18 EL Par Meeting, 11:30 a.m., Grabill Barn.

Bowling alley reopens; discounts offered

The GE Club Bowling alley is offering a special—three games for one dollar—during the month of August. The special is valid on weekdays only. Individuals or teams interested in league bowling this year should call the Bowling Alley at 428-3242. The grill has also reopened.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

AUGUST 27, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 31

GENERAL PERIODICALS
NON-CIRCULATING

Vice President Awards presented

Employees rewarded for outstanding contributions



Rick Tatman receives his Vice President Award for Excellence from David Genever-Watling. Recipients shown at right are Dave Wang, Jeanne Smith, Marion Gagnon, Genever-Watling, Lou Blankenship, Tatman, (top row) Kermit Hoffman, Mark Fleer and Bob Hammond.



"This award isn't for doing a good job; it's for doing an outstanding, extraordinary job," David Genever-Watling, Motor Business vice president, told first-round recipients of the Vice President Award for Excellence last week.

Recipients were nominated by Motor Business managers for contributing above and beyond their job expectations. Each received a pewter reproduction of a GE motor, cash award and dinner for two.

"I want this to make you feel like a winner, because you are a winner," Genever-Watling said.

Recipients and their contribution

Fort Wayne Vice President Award for Excellence recipients and their contribution to the business follow:

Lou Blankenship, customer accounting manager. He drove a 15 percent improvement in receivables days, reducing interest cost by \$900,000 per year.

Mark Fleer, product engineer. He spent 18 months developing a 30 Frame Product Definition for products manufactured in Decatur, Linton and Juarez. This effort was in addition to Fleer's normal duties.

Marion Gagnon, sales accounting specialist. He led the design of com-

puterized bookkeeping and reporting systems, which are the basic data control features of the new Order-Ship-Bill system. As a result, OSB's multiple users can be assured the information they retrieve from the system is accurate and complete.

Bob Hammond, advanced systems specialist. He established a procedure to transfer receivables information from a Honeywell mainframe to personal computer software. This allows Customer Service personnel to supply the business teams with important information on a timely basis and at a very significant savings.

Kermit Hoffman, market and application engineer. Kermit quarterbacked a team effort to win a new customer in the exercise treadmill market. The effort involved testing the customer's unit, developing samples, costing, packaging and shipping details to meet a one-month deadline. The order is worth \$2 million in 1987.

Jeanne Smith, organization and staffing representative. She went beyond her internal Relations duties to help a customer develop an employee performance measurement system for his business. This strengthened relationships with the customer and emphasized GE's commitment to "partnership" selling.

Rick Tatman, mechanical engineer. He developed mechanical packaging for a line of single phase blower motors used in computer cooling applications. Tatman brought customers to Fort Wayne to train them on the new package. Potential orders for this new product are estimated to exceed \$3 million.

Dave Wang, manager—standardization project, was recognized for initiating, organizing, planning and implementing a major product line transition. The result will be a \$1 million per year savings for the Motor Business.

Charlie Vaughan, cost and operations analysis specialist, received an award for his contributions at the Murfreesboro plant.

Award criteria

Criteria for nominating employees for the Vice President Award for Excellence include:

- outstanding accomplishments in providing extra customer quality, reliability, delivery or service needs.
- significant savings.
- creative sales or product innovations.
- solution of critical long-standing problems.
- other contributions to the Motor

Business' successful operation which are worthy of recognition.

All employees in the Motor Business—hourly, non-exempt and exempt (levels 1-14)—are eligible for the award.

Managers were sent copies of the nomination form earlier this summer. These forms may be completed by any manager for any employee and submitted to the employee's immediate manager for appropriate review and approval.

If a significant accomplishment is the result of a combined team effort, each member of the team could be eligible.

All employees are encouraged to make suggestions to their manager when they feel a co-worker(s) deserves the award.

'I want this to make you feel like a winner, because you are a winner.'

David Genever-Watling

Special \$200 pension supplement received by more than 4,500 employees across company

More than 4,500 GE employees throughout the company have taken advantage of the opportunity—first available two years ago—to retire at age 60 or 61 with an extra \$200 in their monthly pension until they reach age 62.

This special supplement, which is on top of the GE Pension Plan's regular supplement for those ages, is based on specific eligibility requirements.

You can receive this \$200 special supplement if you had reached age 57 by July 1, 1985 and:

1. Retire between ages 60 and 62 with at least 25 years of pension qualification service (PQS), and

2. Retire on the first day of the month after first becoming eligible for the special supplement or on the first day of any of the following three months.

Paid until age 62

Those eligible for this special supplement who retire within the time limitations receive their full pension, the regular supplement of \$8 a month for each year of pension qualification service, and the \$200-a-month special supplement. Both supplements continue until the pensioner becomes eligible for Social Security at age 62.

Don't overlook the fact that it's possible for an individual to accumulate 25 years of PQS before achieving 25 years' continuous service with GE. That's because you're credited with a year of PQS as soon as you've accumulated 1,000 hours of service in a calendar year.

Sharon Harter, benefits specialist, emphasizes the importance of knowing the exact day of becoming eligible for this special \$200 supplement.

"If you don't retire within the specific three-month period of the Pension Plan's provision," she said, "you lose this limited opportunity which could be worth thousands of dollars in extra retirement income."

"Your latest Personal Share Statement—near the bottom of the first page's right-hand column—shows your years of pension qualification service as of Dec. 31, 1986, but bear in mind that by mid-year most GE employees had already added another year of PQS."

"If your Personal Share Statement reported you had 24 years' PQS and you're otherwise eligible for this provision, check with your manager to see if you now have those 25 years of pension qualification service."

Expires next year

This opportunity for the extra \$200 monthly supplement to one's pension is a special feature of the 1985-'88 GE job package negotiated by GE and the union. It is scheduled to expire July 1, 1988.

For more detailed information about this provision of the GE Pension Plan, see the GE Employee Benefits Summary Plan Description booklet (under "early retirement benefits") and the GE Employee Benefits Plan Document booklet.



Cletus Spieth, retiring Sept. 1, will receive the special \$200 per month supplement for retiring within three months of his 60th birthday. That supplement is in addition to the regular supplement he will receive for retiring between age 60 and 62.

Spieth has 43 years of pension qualification service with GE and decided that it is time to enjoy retirement life. Plus, he says, leaving early will "leave room for someone else."

Spieth's wife, Angela, Building 4-2, will also take advantage of the special \$200 supplement by retiring in January, soon after her 60th birthday, with 26 years of pension qualification service. Together, Cletus and Angela will receive close to \$1,000 per month in early retirement supplements (their regular supplement for retiring between 60 and 62 plus their \$200 special supplement). That is in addition to their regular pension.

Cletus began at GE as a stock accumulator in Building 6 and retires as a Borematic operator. "All the Spieth family worked at GE. I'm proud to be a GE member," he said. "Now I will fish at Hamilton and travel."

Benefits Q & A

Q. I understand that hospital and surgical expenses will be reduced by 50% if requirements of Hospital Review and Second Surgical Opinions are not followed. Please explain those requirements for the GE Connecticut General plan.

A. In brief, the Hospital Review provision for non-emergency hospitalization requires your doctor to use a form or toll-free "800-number" to contact a Hospital Review Nurse at the insurance company before you are admitted to the hospital.

The insurance company will pre-

certify the admission, if appropriate, and will follow you throughout your hospitalization to be sure you are receiving appropriate care and can return home as soon as feasible.

The Second Surgical Opinion provision requires that you obtain a second surgical opinion from a Board-certified internist or surgeon when you are advised to have certain types of non-emergency surgery. (They're listed on the back of your insurance identification card.) This helps make sure that all alternatives are considered before that patient decides to have, or not have, surgery.

Employees choose retirement

Walter W. Gerke retires with 40 years of service. He began as a drafting trainee in Building 4-6 and retires as a Sr. Product Service Specialist at Taylor Street. "I plan to spend some time with my son who owns Fort Wayne Plumbing and Heating. I'll also do some fishing and traveling."



Elvin R. "Andy" Gump retires with 30 years of service. He began as a tab machine leader at Winter Street and retires on special leave from Systems. "I thoroughly enjoyed my years at General Electric and the many, many friends I've made. Friendships, family and helping others will be important to me."



Pauline M. Badman, Building 18-4, will retire in September.

Examples of provision for special supplement

Here are three examples that help explain whether or not a person qualifies for the special \$200 supplement in the GE Pension Plan.

1. Bill, who already has 39 years of pension qualification service, will be 60 years old on Oct. 14. He will qualify at that date because he meets all the eligibility requirements: (1) at least age 57 on July 1, 1985, (2) between ages 60 and 62 at retirement, and (3) has at least 25 years of pension qualification service.

The three-month "countdown" for his retirement begins Nov. 1—the first day on the month following his 60th birthday. If he retires on Nov. 1 or no later than Feb. 1, 1988, he receives the \$200 monthly supplement until age 62.

In addition, the regular early-retirement supplement to his pension will be \$312 a month (39 years PQS x \$8).

* * * *

2. Mary will be 60 years old on Nov. 9. Her latest Personal Share Statement reported that she had 24 years of pension qualification service. On July 3 she was credited with another year

of PQS because she had accumulated 1,000 hours of service in 1987. So she now has 25 years of PQS.

She qualifies on her 60th birthday because (1) she was at least age 57 on July 1, 1985, (2) she then will be between ages 60 and 62; and (3) she has met the minimum requirement for pension qualification service (25 years).

If Mary retires on Dec. 1, 1987 or the first day of any month until March 1, 1988, she will receive an extra \$200 in her monthly pension until she is 62. This will be in addition to a regular supplement of \$200 a month (\$25 years PQS x \$8).

* * * *

3. John was 59 years old on June 23, 1987 and now has 20 years of pension qualification service. Although he was at least 57 years old on July 1, 1985 as specified in the provision's requirements, he will not be eligible for this supplement when he retires—even if he retires next year at age 60. That's because he won't have 25 years of PQS prior to the July 1, 1988 expiration date for this special \$200-a-month supplement.

Senior Bowling games set

All pensioners, spouses or friends are invited to join the Senior Bowling League starting at noon, Sept. 10 and 11, in the GE Club.
There is lots of fun, exercise, fellow-

ship and weekly prizes.
Call John Ormiston, 747-2693 or the GE Club Bowling Alley if you have questions.

GE auction this Saturday

A variety of factory equipment, including pumps, workbenches and metal shelves, will be auctioned off at

Taylor Street Saturday. Viewing begins at 8 a.m. and the auction starts at 10:30.

QC outing coming Sept. 12

Employees and retirees with 25 or more years of service are reminded that the Quarter Century Club Outing is coming Sept. 12 to the Memorial Coliseum.

Doors open at 9:30 a.m. for registration. Door prize and lunch tickets will be distributed at this time. Lunch begins at 11:30 a.m. The program will begin at 1 p.m.

Elex convention details outlined

Elex members planning to attend the Midwest GE Women's Convention in Grand Rapids, Michigan, Oct. 2-4, should note the following instructions:
The Hotel requests that all room reservations be paid in full and in advance for each night's stay. This helps avoid confusion and delays at the registration desk.
Please mail personal check, cashier's check or money order to Amway Grand Plaza Hotel, Attention Reservation's Department, Peal at Monroe,

Grand Rapids, Michigan, 49503.
Include full payment to cover room rate (\$77 per night single or double, \$87 night triple or quad) plus 7% tax.
Wednesday, Sept. 2, is the reservation deadline. Monday, Sept. 14, is the full payment deadline.
Only one member of each party should register beginning at 3 p.m. on Oct. 2.
If you don't get your money in prior to the deadline, call the hotel and explain the situation. The number is 1-800-3590.

Halloween Costume Contest held Sept. 14

The preliminary contest for Elex's Halloween Costume Contest will be held at the Four Penny Opera Supper Program Monday, Sept. 14. The audience will be the judge.
The winner will be Elex's representative at the Midwest GE Women's Convention party on Friday, Oct. 2. Others at the Friday night party may

dress as they wish (costumes or street clothes).
The deadline for the contest is Tuesday, Sept. 1. Send your name, phone number (home and work) and a description of your costume to the Elex Club. Call Lois Perrine, 428-4752, or Edie VanDoorn, 434-5512 if you have questions.

HMO Reunion reservations needed by Oct. 9

Former Broadway Hermetic Motor Operation employees are reminded of the third annual reunion to be held Saturday, Nov. 7, at Goeglein's on Maysville Road.
"A Time to Share" with a light buffet, starts at 7 p.m. There will be a cash bar. Music, raffle drawings, door

prizes and more will start at 9 p.m. and last till 11:30 p.m.
The cost is \$7.25 per person and advance reservations are necessary. To sign up, fill out the form accompanying this article. The form, along with check or money order, should be returned by Oct. 9.

Adlets

RIDE WANTED

FROM ST. JOE, IN, to BDWY, 1st shift, Ext. 2640.

FOR SALE

'73 OLDS 98, loaded, runs excellent, 98,000 miles, make offer. 485-4039.
'83 FORD ESCORT, 2 dr. hatch, 5 spd., ps, pb, 67,000 miles, good cond.; call aft. 4:30 p.m. 749-2709.
THREE BEDROOM RANCH w-fam rm, fenced yd, 2502 Ormsby, \$27,900; call aft. 4 p.m. 485-2909.
SOFA, chair, ottoman, bge, very nice, \$350, aft. 5:30 p.m. 485-9870.
TICKETS TO DIONNE WARWICK CONCERT, 2, Oct. 3. 747-1074.
'71 SHULTZ MOBILE HOME, 12'x60', 2 bdrms, appls., skirting, shed, ex. cond., \$4,800. 693-2483.
'82 OLDS DIESEL DELTA 88, full pwr, new tires, \$3,500. 486-4693.
SOFA, chair, rocker, pine frame, \$200. 485-9510.
'86 MERCURY TOPAZ GS, 5 spd., loaded, sport pkg. 493-4002.
NAME BRAND SHOES, szs. 6-1/2 & 7, high & med. heels, some new, \$3 ea. 422-6330.
SPINNING WHEEL, clock, china, microwave. 486-8924.
'85 COLEMAN SUNVALLEY POP-UP CAMPER, ex. cond., \$3,000. 456-4334.
'84 HONDA ACCORD LX, 41,000 miles, one owner, good cond. 484-6811.
'82 CHEV MALIBU CLASSIC WGN, diesel, air, ps, pb, rear defrost, \$1,895; call aft. 6 p.m. 749-9642.
NE THREE BEDROOM RANCH, 2-1/2 baths, 2 car garage, 1,650 sq. ft. C/A. 486-3900.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

FOR RENT

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rate, avail now-Nov. 485-4264.

SERVICE

TYPING. 637-2702.
CONTINUOUS GUTTER & SIDING, free estimate. 627-2429.
LIVE MUSIC FOR ALL OCCASIONS, KC & Co. Band; call anytime for booking info. 489-3704.
ROOFING - repair/renew, free estimate. 747-5531.
PHOTOGRAPHY FOR WEDDINGS, portraits, special occasions. 486-3080.

Elex calendar

SEPTEMBER

- 3 Pen El Board Mtg, Atz, Tillman Rd, 1 p.m.
- 8 Partizan Board Meeting, 11:30 a.m., Alexander's.
- 14 Four Penny Opera & Supper, GE Club, 4:45 p.m.
- 15 Five Chapter Luncheon, Hall's Guest House, 12 Noon.
Paint Class, "Iris," Bldg. 18-1 CR, 6-9 p.m.
- 22 Elex Board Mtg, 4:45 p.m., GE Club.
Elex Committee Mtg, 7:30 p.m., 18-1 CR.
- 28 Honorettes Mtg, 1 p.m., Salem United Church.

OCTOBER

- 5 Partizan Mtg, 11:30 a.m., Atz, Tillman Rd.
- 6 Knit Class, GE Club, upstairs, 6:30-8:30 p.m.
- 12 Elex Style Show, GE Club Auditorium, 4:45 p.m.
- 13 Knit Class cont., GE Club, 6:30-8:30 p.m.
Paint Class, "Grandpa's Farm," 18-1 CR, 6-9 p.m., \$22.50
- 14 Pen El Social Mtg, Bethany Church, 11:30 a.m.
- 22 Honorettes Executive Bd. Mtg, Hall's Guest House, 11:30 a.m.
- 24 Elex Auditorium Sale, GE Club.
- 26 Honorettes Mtg, Salem United Church, 1 p.m.
- 27 Elex Board Mtg, 4:45 p.m., Elex Office.
Elex Committee Mtg., 7:30 p.m., Bldg. 18-1, CR.
- 29 Quilted Christmas tree skirt, first class, GE Club, upstairs, 7-8:30 p.m.

NOVEMBER

- 3 Partizan Board Mtg, 11:30 a.m., Atz, Tillman Rd.

Attention National Guard; Reserve members

We'd like to know who you are. Please call the GE News office, Ext. 3249.

Golf scores - 8/20

Birdies: E. Cobb, 3; J. Gottschalk, B. McCreary, G. Pickett, D. Bell, M. Fuller, M. Guillaume, B. Stano, 2; B. Langdow, K. Wyman, L. Cauble, J. Coffee, 1.
Low Net: G. Harris, D. Bell, 31.
Low Gross: Sutton, 37; Gottschalk, Cobb, 38.
Low Putts: Bauer, 14.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

3rd ANNUAL HMO REUNION COUPON

Enclosed is \$ _____ for _____ reservations (\$7.25 per person) for the 3rd annual HMO Reunion

Name _____

Phone _____

Spouse's/Guest's name _____

Make checks payable to Martha Musselman.

Mail to: Martha Musselman, 1300 Daly Dr. Fort Wayne, IN 46774 or Sally Eichhorn, Building 4-4, or Ed Evans, ACSD.



Jack Buchheit, Building 6-3, loads a bar of aluminum into a die-cast furnace. Bessie Howard (right), Building 4-4, transports a spool of copper wire to be used for winding and injecting. Both copper and aluminum, widely used in motors, have gone up sharply in price this year.



Unexpected rise in aluminum, copper cost impacts Motor Business' operating margin

Unexpected increases in the cost of aluminum and copper are eating away at the Motor Business' operating margin.

Copper and aluminum costs are currently 30 to 35 percent higher than they were at the beginning of the year, and 12 percent over the amount the Motor Business had budgeted for 1987.

According to Bob Harvey, financial planning and market analysis manager, the current price levels for these metals represents a \$12 million cost problem.

"It's a major concern for our business," he said.

Surprised forecasters

The increase surprised market forecasters. Aluminum prices had been

consistently low from mid 1984 through 1986, ranging between 45 and 55 cents per pound on the London Metal Exchange (LME reflects most market prices).

"Industry experts assumed the price would stay at that level through 1987—but they were wrong," said Ross Sunday, Motor manager of direct material purchasing.

Demand for aluminum increased. At the same time, producers started putting less aluminum into the marketplace so that they could strengthen prices and improve profitability.

August prices for aluminum have been around 74 cents per pound. Copper currently costs around 77 cents per pound, compared to 60 cents at the end of 1986.

The situation could worsen if employees at Alcan, a large Canadian aluminum manufacturer, go on strike at the end of this month. Taking that much aluminum out of the marketplace could cause prices to soar, Sunday said.

Motor Business officials are also concerned that steel prices could go up, which would be another blow to the business.

The Motor Business announced a price increase in June that was needed to offset material and other cost inflation. Since that period the outlook is for material cost to be 3.5 percent higher for 1987.

Recovery

There is hope for some recovery. Copper and aluminum prices have taken a slight downturn very recently. If the price gets down to a more reasonable level, the business is prepared to contract future supplies at that level—enough to get through the end of the year. Some secondary aluminum has already been contracted ahead.

The Motor Business is also investigating the possibility of buying directly from producers instead of through traditional market intermediaries. Eliminating the "middle man" could

result in a significant cost savings. Many producers would be interested in this type of arrangement with GE because of the high volume it buys.

Now it's especially important for the business to reduce its costs in areas other than materials, and drive for price recovery in the marketplace, Harvey said.

Everyone must participate in finding ways to make up for the extra cost.

Bob Harvey

"Unexpected business expenses, such as this increase in material costs, have to be dealt with the same as unexpected expenses at home. Everyone must participate in finding ways to make up for it."

SEP 4 1987

Tips for fighting fatigue, boosting your energy

Many Americans are exhausted. Though often dismissed by doctors as imaginary, chronic fatigue is very real. It's usually caused by several factors.

The following are some tips to help boost your energy:

- **Choose the right foods.** Proteins are "wake-up" foods, while carbohydrates are "relaxers." Design meals according to your needs—fish for dinner and a night you're in the spotlight and spaghetti when you want to relax. And don't fad diet—it's exhausting.
- **Get plenty of exercise.** A regular program of aerobic exercise is one, if not the best, energy booster. Pick an

activity you enjoy and schedule it into your calendar.

- **Improve your sleep.** Set up a regular schedule. Get up at the same time every morning, even on weekends, to prevent Monday morning "jet lag." Beware of sleeping pills. They often make matters worse.
- **Discuss problems and feelings.** Keeping feelings and conflicts buried is exhausting. Studies show that people who confide in others are healthier than people who don't express their feelings.
- **Don't try to do it all.** Learn to set limits for yourself. Take time out to improve your endurance.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

PERIODICALS RECEIVED

SEP 4 1987

Allen County Public Library

Allen County Public Library General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - Adlets - Gloria Smith; Graphic reproduction - Paul Christlieb, Darrell Resler.



SEP 17 1987

General Electric News

SEPTEMBER 3, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 32

Transformer copes with cost pressures similar to those of Motor Business

Editor's note: A great deal of attention has been given to cost issues facing the Motor Business. This week we interviewed Dan Lovinger, manager—Specialty Transformer Operation, to learn more about the cost environment in which that business operates.

GE News: Dan, how does the cost situation in Specialty Transformer compare to that of the Motor Business?

Lovinger: "Like the Motor Business, we are in a slow-growth, highly competitive industry."

"Prices for our products have been driven down to a point where it's tough to stay in business. Our people are constantly searching for ways to reduce costs so that we can realize a reasonable return."

GE News: Give us some examples of things STO employees have done or are doing to reduce costs.

Lovinger: "One way is the Qualitran program. Through this program, our engineers have re-designed our products to use less material while maintaining product performance."



(left to right) Gary Folk, STO shop supervisor in the Building 26-5 coil-winding area, demonstrates how he retrieves engineering data from the TIES system. This system allows engineers to design standard parts for transformers and communicate those designs to the plant. STO Manager Dan Lovinger and Larry Kane, manager of production operations, look on.

thrust of TIES is to standardize the parts that go into our products. This allows us to gain greater efficiency while producing the same unit volume.

"Another way we are reducing cost is through improved materials flow. We rearranged factory areas in Building 26-1 and Building 27 as part of that effort."

"We've invested heavily in manufacturing computer systems to help reduce and control our factory operation and inventory. As you know, inventory tie-ups represent a major

cost of doing business.

"We've made other factory investments as well. For example, a new anneal furnace is scheduled for installation in December. It's going to improve our product performance and, at the same time, save us money in that particular operation."

GE News: How about labor costs? Is STO's wage and benefit cost in line with the rest of your industry?

Lovinger: "Our labor cost issues are very much the same as the Motor

Business'.

"Our competitors have plants located in low-wage areas in the southern states. Some enlist part-time employees to work at near minimum wage without benefits. Others have moved production off-shore to take advantage of lower labor rates."

"Over the years we've consistently paid the highest hourly wage in the industry."

GE News: What's another cost problem you face in Specialty Transformer?

Lovinger: "Materials is a big one. Copper and aluminum prices have risen significantly this year, as they have for the Motor Business. No one anticipated that to happen. Word on the street is that steel prices will shoot up too."

GE News: You've said recently that Specialty Transformer is having a good year. With all of these cost pressures, how are you doing it?

Lovinger: "When I say 'good year,' I mean good compared to years past and given our current competitive environment. We're still not up to company profit standards."

"But I want to make it clear that I'm very proud of what our people have done. We've managed to stay above board through productive effort and hard work."

"My biggest fear, however, is that we'll simply run out of things to do to keep afloat. We need to dig deep to find new ways for cost-takeouts."

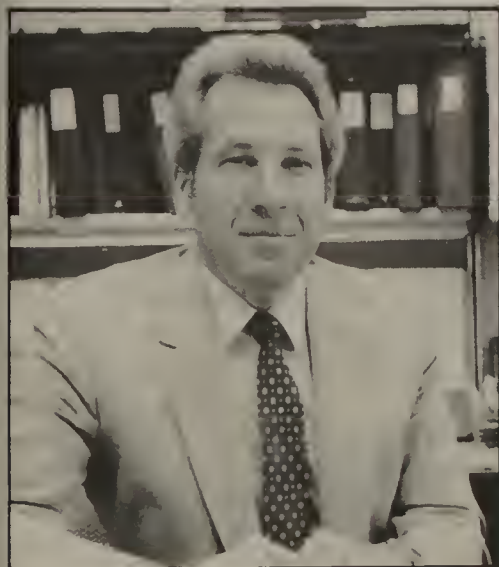
"Everyone, and I mean everyone, should speak up when they find an opportunity for savings. Our future depends on it."

'We've managed to stay above board through productive effort and hard work.'

Dan Lovinger

"Our engineers are also involved in a program called TIES (Transformer Integrated Engineering System). The

Fischer, Litch receive management awards

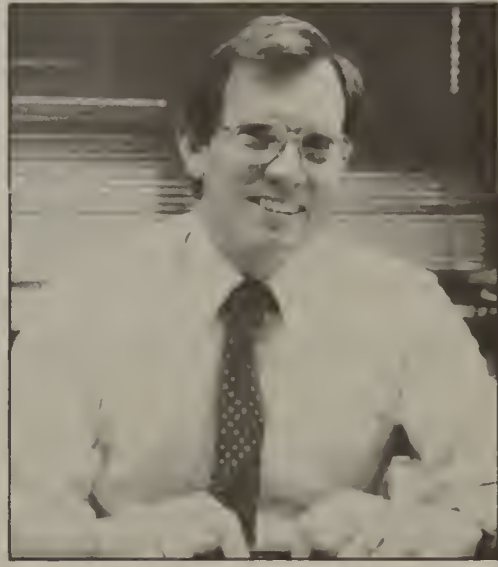


Hank Fischer (left), manager of air-moving design engineering, and Mike Litch, manager of appliance/commercial design engineering, recently received management awards for their sustained contributions over the last 10 to 15 years in the 29 and 39 frame product lines.

The awards were presented by David Genever-Watling, Motor Business vice president, Roger Morey, Motor Marketing vice president, and Ed Cornell, manager of engineering.

Among their many accomplishments, Fischer and Litch have redesigned the bearing and oil retention systems in 29 and 39 frame motors. The result is bearing life up to 70,000 hours. They also evaluated and introduced superior moisture-resistant magnet wire enamels and converted to lower loss steels for improved cost efficiency.

"Hank and Mike have been highly instrumental in our success with several major customers over the past year," Cornell said. "Many customers regard our business as technology leaders because of their efforts and expertise."



S&SP Distribution Notices coming soon; deserve careful study of alternatives

GE employees who were participants in the Savings & Security Program in 1984 will soon receive holding-period distribution notices for S&SP investments scheduled to be distributed in January when the three-year holding period ends. The notices will be sent to the homes of nearly 130,000 employees during the week of Sept. 14.

Nov. 2 deadline

"S&SP participants should pay careful attention to this document when it arrives," says Doyt Schaadt, personnel accounting manager. "It contains important information regarding delivery or retention of the securities, registration of securities, federal tax withholding, and mailing address. If any changes are to be made, Motor and Transformer employees should complete Part 2 and return it to Personnel Accounting by Oct. 30. If you do not wish to make changes, there is no need to return the form.

The distribution notice is different from last year, Schaadt said. "The form was redesigned in an effort to simplify the information. A guide containing information explaining each

section of the form will be mailed with the distribution notices."

Part 1 of the distribution notice shows the 1984 credits you are eligible to receive in the January distribution, including your matched savings contributions of up to 7% of pay and additional unmatched savings of up to 10% of pay. It also shows your investment election as of June 30, 1987, including the pay percentage (if any) going into deferred pay.

Part 2 shows your current distribution election on file and the various alternatives that allow you to have your 1984 holding-period payout delivered either as securities or cash, or retained in the Retirement Option Account (ROA). It also shows an estimate of the 1988 taxable income, if any, and the current federal-tax withholding election on file. This section of the form may be used to change your registration, address, tax election, or distribution election.

Taxable income estimate

According to Savings & Security Program administrators in Schenectady, N.Y., the estimated 1988 tax-

able income is based on the prices of S&SP securities on Aug. 14, 1987—except for U.S. Savings Bonds. Those prices were: GE stock, \$63.88; Mutual Fund, \$44.78; U.S. Savings Bonds, \$61.75 (estimated redemption value on 12/31/87); and HP/LT Interest Fund, \$10.00. Bonds have an estimated redemption value of \$61.75 on Dec. 31, 1987.

They point out that actual income could be higher or lower, depending on whether the actual prices of the securities at year-end are higher or lower than the August 14 prices.

Extra 10% income tax

Besides the regular tax on the taxable income shown on the distribution notice, most S&SP participants who receive a taxable distribution in January will be subject to an additional 10% income tax as a result of tax-reform legislation passed in 1986.

For example, a participant receiving a distribution with \$2,000 in taxable income could owe regular income taxes on the payout plus a 10% additional income tax of \$200.

This extra tax does not apply in cer-

tain cases, such as distributions made to participants who are over age 59-1/2 on the day of the distribution.

Avoiding, deferring taxes

One way to avoid the 10% additional tax and defer the regular income taxes owed on the January 1988 distribution is to take advantage of S&SP's Retirement Option Account. Three of the distribution alternatives allow participants to place part or all of the distribution in the ROA. Many S&SP participants cite tax deferral as the reason for choosing to use the ROA.

Securities retained in the ROA continue to grow tax-free until a participant retires or leaves GE. Regular ROA securities can be withdrawn for the purchase of a primary residence, to pay college tuition bills, or for serious personal financial emergencies.

Motor or Transformer employees who have questions about the distribution notice or S&SP in general should see their personnel accounting or payroll office. ACSD employees should see Sandra Herbold in Employee Relations.

COBRA law mandates new option for insurance continuation

Notification letters being mailed in early September to Fort Wayne employees' homes describe temporary health insurance continuation coverage that will be offered beginning Sept. 15 under a new federal law known as COBRA.

The Consolidated Omnibus Budget Reconciliation Act (COBRA) requires employer group health plans—such as GE's medical and dental plans—to offer employees and their families the option to elect a temporary extension of coverage in certain instances when coverage would otherwise end. The letter provides details on how the new law applies to the GE plans.

"There are a number of reasons why plan coverage can stop for employees or dependents," said Homer Jennings, benefits manager. "The letter explains how the law applies in a variety of situations, such as layoff, resignation, death, and divorce, when coverage would otherwise end.

"At the time of such an event, employees and dependents will have the opportunity to retain any continuation available under the terms of the medical and dental plans or to elect COBRA continuation coverage on a beneficiary-pay-all basis. The COBRA continuation coverage is identical to that provided in our regular plans."

The new law requires that those electing COBRA must pay for this coverage. The rate is 102% of the full cost of providing coverage for employees and dependents under the regular GE plans.

Take time to read

"It is very important for employees and their spouses to take the time to read this notification letter," Jennings said.

Employees who have questions about COBRA may contact Jennings in the benefits office, building 18-1. ACSD employees should see Sandra Herbold in Relations.

Fall golf league to begin

A fall golf league with tee times starting at 3:45 p.m. will begin play on Sept. 10 at Foster Park.

Interested parties should contact Pat Cirillo on Ext. 3702.

The GE Club Fall Scramble will be held at Riverbend Golf Course on Oct. 3. There will be a shotgun start at 8:30 a.m.

It will be a four-player Florida Scramble with handicap. Prizes for team play and individual longest drive and closest to the pin will be awarded. Free lunch will be provided by the GE Club.

One cart may be reserved for each team. If you would like a second cart, they will be on a first come, first serve basis at the course on the day of the scramble.

To sign up for the scramble, please fill out the following form and send it along with total applicable fees, to Marv LaRue, ACSD, Taylor Street.

Employees reminded of Oct. 1 deadline for filing W-4 forms

Employees are reminded of the Oct. 1 deadline for filing W-4 forms.

These forms are for use in determining the number of allowances to be claimed for federal withholding tax from employees' paychecks.

The forms were distributed to employees, at the beginning of the year, because the Tax Reform Act of 1986 requires that each employee submit a new form. Under the law, a form must be filed not later than Oct. 1, 1987. The Internal Revenue Service advises, however, that employees submit the form to employers as soon as possible to assure the

amount of tax withheld throughout 1987 will closely match the tax that will be owed for the year.

Most GE employees have already submitted their form, according to Walt Nielsen, Personnel Accounting manager. "I strongly advise those who have not turned theirs in to do so as soon as possible," he said.

After completing the form, Motor and Transformer employees should return it to Personnel Accounting, Building 18-1. Those who have lost their form may get a new one at this location.

GE Club Golf Scramble set for Oct. 3

Entry Form—Oct. 3 Florida Scramble At Riverbend Golf Course

Team Capt. _____	Phone # _____
Player's name First & last	9 hole ave. score (not handicap)
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
Entry fee	Each \$3.00 Team \$10.00 \$ _____
Green fee	\$12.00 \$40.00 \$ _____
One cart	\$13.65 \$ _____
	Total \$ _____

Make checks payable to Marv LaRue for team total amount. Send entry fee and entry form to Marv LaRue, ACSD, Taylor Street, by Sept. 25. For more information call 434-5245/5463.

Seven Fort Wayne organizations eligible for 'More Gifts...More Givers' matching

Seven Fort Wayne charitable organizations are currently eligible for gift matching under the GE Foundation's "More Gifts...More Givers" program. Employees who wish to use the program for these agencies should obtain a form from Gloria Smith, Building 18-3, or ACSD Relations.

- Allen County Public Library Foundation.

- West Central Neighborhood Committee.
- Allen County/Fort Wayne Historical Society.
- Audiences Unlimited.
- Associated Churches of Fort Wayne (Food Bank).
- Fort Wayne Crossroad Children's Home.
- Sarah Litch Development Center.

Adlets

RIDE WANTED

FROM ST. JOE, IN, TO BROADWAY, 1st shift, call ext. 2640 (Anita). 337-5258.

FOR SALE

ALUM. STORM WINDOWS, 4'X 5', floral sofa, 2 goodyear tires, 195x75-14", vanity, 483-2873.

29 CHANNEL COBRA CB CONVERTER, 80 ft. wire, 20 ft. pole, antenna, make offer, 426-2102.

MATERNITY CLOTHES, sz. 14-18, blonde wood desk \$15, 493-1168.

KIMBALL-1,000 ORGAN, \$1,500, 244-3483.

GARAGE SALE, 8 or more participating families, Tillman east of Franke Rd., Sept 9-10, 8 a.m. to 5 p.m.

CONDO FOR SALE OR RENT, Fairfield Glade, Nov. 7-14, slps. 6 at least, furnished, golf, recreation, 219-432-3007 after 4 p.m.

REMINGTON 12 GAGE PUMP, new boat 40 hp Mariner eng. and trailer, 432-3721.

'72 BUICK LESABRE, engine good, body bad, \$100,639-3826.

CRAFTSMAN 10" RAD. ARM SAW, barely used, \$290, 4" jointer w/cab, \$65, 482-2976.

LAKEFRONT COTTAGE ON JAMES, \$63,500, open hse Sept. 6, 3184 Uncle Tom's Pl. 484-4185.

MOTORS, plumbing, augers, staple gun, solder gun, 747-5154.

PINE WOOD BAR, storage space in rear, 65" long, like new, \$10 or best offer, 456-2828.

AWNING FOR COLEMAN CAMPER, 11' long, used 1 yr. 749-4497.

ANTIQUE OAK ROCKER, ant. walnut sewing rocker, ant. oak chest of drawers, 632-4733.

ELECTRIC TYPEWRITER, portble Royal Centurian, 745-2120.

FRIGIDAIRE AUTO. WASHER, used, \$75, 447-2328.

SONY DUAL CASSETTE DECK, new, complete with Mfg. warranty, \$150, 485-6974.

SCHWINN BOYS DIRT BIKE, black and yellow, \$75, 672-8752.

COMPUTER STAND, \$25, bentwood rocker, \$25, exercise bike, \$50, 672-3954.

80 CHEVETTE, 82 Yamaha 650 twin, black, both excellent cond, 485-9602.

CROOKED LAKE COTTAGE, cute, easement, \$24,300, 432-3305.

SEARS ROWING MACHINE, like new, \$50, 483-7278.

MEN'S LONDON FOG, fur collar, ¾ lng, sz. 42, A-1, \$70, propane gas grill with rotis. \$95, 456-5972.

OUTSIDE BOAT & TRAILER STORAGE, 749-4992.

BUILDING BLOCKS, 4"X5"x12" glazed, 2 strm. windows, 33½" by 54" (used), 749-4485.

ROTO-TILLER, 3 hp Simplicity, runs good, \$90, 693-2962.

LARGE GE REFRIG, good mech. & elec. cond. \$20.

CMICKERING PIANO & BENCH, excellent cond. \$495, 424-7241, ext. 2301 days.

'82 OLDS CUTLASS BROUGHAM, full power, excellent cond, 16000 mi, 486-4693.

LIGHT GREEN CARPET WITH PAD, for dining rm, bedroom, \$125. Green Tiffany chandelier, \$120, 749-8445.

'79 FORD FAIRMONT, 2 dr, blk, red strp., sunrf, stereo, no rust, low mi, \$1,500.

'82 DELTA 88 OLDS, excellent cond, full pwr., 68,000 mi, \$3,500, 496-4693.

SNOW TIRES, radial, p225/75R15, incl. GM rims, good cond. \$25, 485-0727.

SUZUKI 100 CC DIRT BIKE, good operating cond., \$250, 672-8219.

3 DOZ. PT. JARS, 1 doz ½ pt jars, \$5, granite cooker, \$5, 432-4207.

KITCHEN CARPET, 9x20, good cond, 744-3435.

ANTIQUES, spinning whl, clock, tables and more, fur coat, 486-8924.

STEREO W/ CASSETTE, in tble & new cabnt, top of line, \$150, 532-0914.

AM/FM RADIO & TAPE DECK, use in car or boat, new in box, 436-2320, 436-2320.

AIR CONDITIONERS, 13,500 BTU, 5,800 BTU, good cond. 493-2741 or 749-1438.

NE 3 BD RM RANCH, 2 ½ bath, 2 car garage, 1,650 sq ft. c/a, 486-3900.

'78 YAMAHA, am/fm stereo, cruise, fering sissy seat, asking \$650, '78 Cougar, painting out, 728-9131.

MOBILE HOME ON JIMMERSON LAKE, excellent cond. convered patio, util shed, immed. possession, 483-8623.

LEVI BEND-OVER PANTS, waist 40, 46, 48, \$5, 485-6863.

6 QT. COOKER BROILER, \$10, ladies golf shoes, sz. 8, \$12, 447-1605.

FIREPLACE, freestanding, never used, \$200, 744-4808.

2 BD RM MOBILE HOME, 14x70, like new, call after 6 p.m., 627-5934.

BROTHER NITTING MACHINE, w/ribber, free lessons, 432-8300.

SERVICE

CONTINUOUS GUTTER & SIDING, free est., 627-2429.

CONCRETE CONST., repair, replace, new work, 456-1187.

DJ & VIDEO WEDDINGS, party, all occasions, musician, 447-4447.

KC AND COMPANY BAND, country, country rock, 50s, 60s R&R, waltzes, blues, Call for booking info, 489-3704.

CLEANING, reasonable and efficient, 637-8159.

ROOFING REPAIR, renew, free estimate, 747-5531.

TYPING, 637-2702.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

General Electric News

GENERAL ELECTRIC

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

Broadway employee chooses retirement

Dorothy Bearman, tester in Building 4, has retired effective Sept. 1.

Elex calendar

SEPTEMBER

- 3 Pen El Board Mtg, Atz, Tillman Rd, 1 p.m.
- 8 Partizan Board Meeting, 11:30 a.m., Alexander's.
- 14 Four Penny Opera & Supper, GE Club, 4:45 p.m.
- 15 Five Chapter Luncheon, Hall's Guest House, 12 Noon. Paint Class, "Iris," Bldg. 18-1 CR, 6-9 p.m.
- 22 Elex Board Mtg, 4:45 p.m., GE Club. Elex Committee Mtg, 7:30 p.m., 18-1 CR.
- 28 Honorettes Mtg, 1 p.m., Salem United Church.

OCTOBER

- 5 Partizan Mtg, 11:30 a.m. Atx, tillman Rd.
- 6 Knit Class, GE Club, upstairs, 6:30-8:30 p.m.
- 12 Elex Style Show, GE Club Auditorium, 4:45 p.m.
- 13 Knit Class cont., GE Club, 6:30-8:30 p.m. Paint Class, "Grandpa's Farm," 18-1 CR, 6-9 p.m., \$22.50
- 14 Pen El Social Mtg, Bethany Church, 11:30 a.m.
- 22 Honorettes Executive Bd. Mtg, Hall's Guest House, 11:30 a.m.
- 24 Elex Auditorium Sale, GE Club.
- 26 Honorettes Mtg, Salem United Church, 1 p.m.
- 27 Elex Board Mtg, 4:45 p.m., Elex Office. Elex Committee Mtg., 7:30 p.m., Bldg. 18-1, CR.
- 29 Quilted Christmas tree skirt, first class, GE Club, upstairs, 7-8:30 p.m.

NOVEMBER

- 3 Partizan Board Mtg, 11:30 a.m., Atz, Tillman Rd.
- 5 Pen El Board Mtg, 12 noon. Quilted Christmas tree skirt class, second class, GE Club, upstairs, 7-8:30 p.m.
- 9 Elex Bingo Supper, 4:45 p.m., GE Club.

Visit the Building 21 branch

FORT WAYNE NATIONAL BANK

that's my BANK

Elex asking for rummage

Elex is asking for donations of rummage items for their annual Rummage/Auditorium Sale to be held in October. You may bring your donations (if clothing, children's only) to the Elex office.

Office hours are Mondays and Wednesdays, 11 a.m. to 5 p.m., and Fridays, 10 a.m. to 1 p.m.

*** ADLETS**

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature

Employees spend Friday taking 'snapshot' of plant inventory

Manufacturing employees at Broadway and Taylor Street took a break from making motors Friday, but it was no vacation.

It was physical inventory day—a once-a-year day when employees count, sort, and weigh parts, and write inventory cards.

"It's definitely a full day of hard work," said Al Mullins, cost specialist. "We hung over 18,000 low-value tags and wrote more than 3,000 inventory cards at Broadway alone."

Corporate requirement

Taking physical inventory is a requirement of GE Corporate Accounting. It is the mechanism plants use to verify their records.

"It's like taking a snapshot of our inventory," said Mullins. "That snapshot should closely resemble what we

already have on the books."

Throughout the year, Finance records inventory inputs—purchases of material, and the labor cost of building motors—and deducts inventory outputs—motors sold.

"We adjust our August book balance up or down to match our physical inventory," he said.

Affects profitability

Glen Peters, accounting manager for the plants, said inventory directly affects the profitability of the plant.

"If our physical inventory results are less than our book balance, we charge operations for the shortfall. Therefore, it is critical that we have an accurate account of our inventory.

"We're fortunate to have an experienced workforce to help us verify that account on inventory day."



Dallas Wolf and Norm Pettyjohn check matching schedule sheets against what has been built.



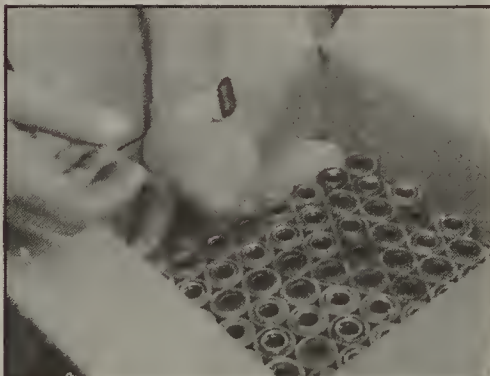
Russell McCord weighs clampbolts at Taylor Street.



Gloria Walda and Dorlean Curry sort leads in Building 4-4.



(above and at left) Pat Fosnaugh, Greg Klein and Angela Spieth sort commutators in Building 4-2.





General Electric News

SEPTEMBER 10, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 33

Motor operations manager appointed



Dr. Michael J. Jefferies has been appointed general manager—Motor Business operations, David Genever-Watling, vice president, announced last week.

"With this announcement, we can continue to move forward on our strategy to bring about the necessary synergy between Engineering and Manufacturing in order to achieve our best return on investment (ROI)," Genever-Watling said in his announcement.

"As many of you have already seen, this organizational design can and does provide the leverage for integra-

tion between the two functions. Consequently, we were all disappointed at the untimely departure of Paul Reece. We remain committed to the success of this approach and therefore can be delighted at Mike Jefferies' appointment."

Jefferies brings to the Motor Business a tremendous competence and stature in the industrial and technical communities.

He is currently research and development manager at the Corporate Research and Development Center in Schenectady, New York. He joined

GE in 1967 as an electrical engineer with CR&D. During his 20 years with CR&D he has held numerous positions, some of which include: manager—Cryogenic Branch, manager—Power Systems Laboratory, manager—Electrical Systems and Technology Laboratory, manager—R&D Applications Operation, and R&D manager—Energy Science and Engineering.

He is a graduate of Nottingham University in England and holds a PhD and BS in Electrical Engineering.

Jefferies will join the Motor Business in Fort Wayne on Sept. 14.

Broadway East Manufacturing employees prepare for their first open house since the bicentennial

Several Broadway East employees are working hard to prepare for the plant's first open house since 1976.

It's going to be held on Saturday, Sept. 19. Around 1,500 employees, families and friends have signed up to attend.

Close to 100 employee volunteers will take guests through the plant, demonstrate equipment, hand out gifts, serve food, operate elevators and perform other tasks to make the open house enjoyable.

Attendees will see a number of displays, including motors and a golf car containing a GE motor. KC and Company band will perform. Gifts and prizes will be given away. Gifts include balloons, frisbees, address books and

plastic glasses displaying the GE monogram.

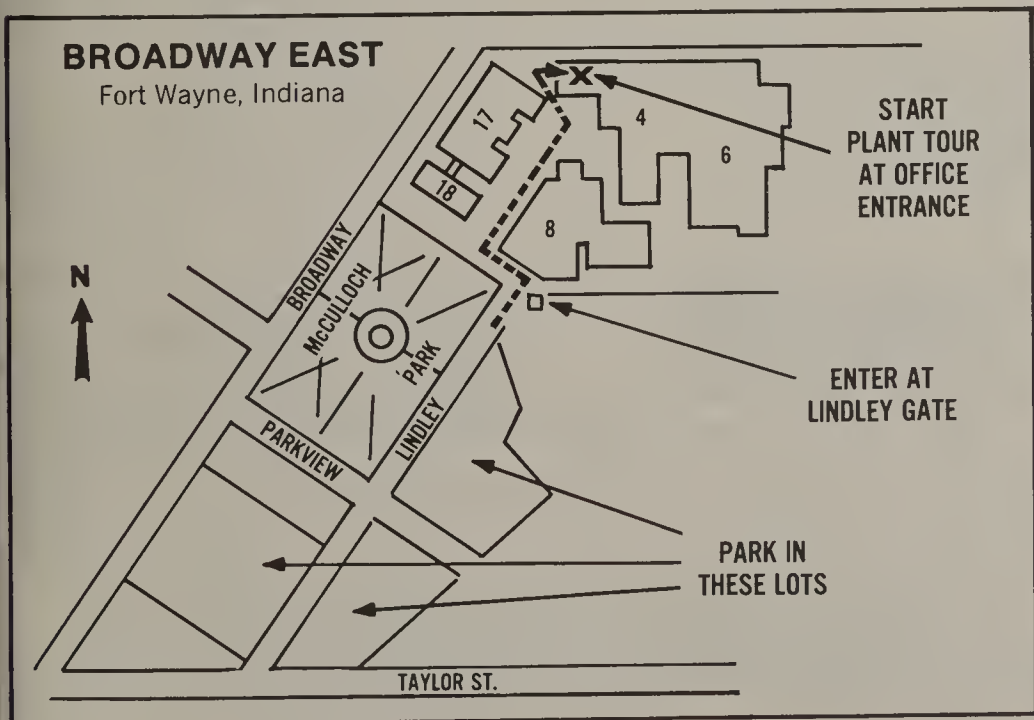
Mary Lincoln, Building 4-5, plans to bring her children and grandchildren to the open house. She has two sons who have worked at Broadway. One of them now works in ACSD, and his children attended that facility's open house last year.

"Every time they (the grandchildren) go by GE, they want to go through," Mary said. "I think they'll get a real kick out of seeing our plant. It's hard to explain to people, unless they've been in the factory, what it is that you do every day."

Attendees are asked to park in one of the designated lots shown on the map accompanying this article. Everyone

will enter through the Lindley gate. Reception committee members will be under the tent located near the

gate to register guests and make nametags. Information flyers will be handed out at this time.



Darlene Schibley, Building 8-2, displays gifts that will be available for attendees of the East Broadway open house Sept. 19.

Quarter Century Outing to be held this weekend at Coliseum

The Quarter Century Club Outing will be held this Saturday, Sept. 12, at the Memorial Coliseum. Employees

with 25 or more years of service who have made reservations for the outing should be at the Coliseum by 9:30 a.m.

for registration.

Door prize and lunch tickets will be distributed during registration. Lunch

begins at 11:30 a.m.. The program begins at 1 p.m.

Union offers ‘Working’ course to employees’ spouses

The “Working” interpersonal skills course will be offered at the IUE Local 901 Union Hall for spouses of employees who have completed the course. Employees may attend with their spouse by checking in the box on the accompanying form.

There will be one session each week for seven weeks. The sessions must be limited to 40 participants. Please sign up only if you are sure you can attend.

The Union Hall is located at 1427 Broadway.

Schedule

The Working courseschedule follows:

Session I, Oct. 1, 6 p.m. to 8:30 p.m.

- Introduction
- Basic principles

Session II, Oct. 8, 6 p.m. to 8:30 p.m.

- Listening to understand clearly
- Giving feedback to help others

Session III, Oct. 15, 6 p.m. to 8:30 p.m.

- Taking on a new task
- Requesting help

Session IV, Oct. 22, 6 p.m. to 8 p.m.

- Getting your point across

Session V, Oct. 29, 6 p.m. to 8:30 p.m.

- Keeping others informed
- Resolving issues with others

Session VI, Nov. 5, 6 p.m. to 8 p.m.

- Positive responses to negative situations

Session VII, Nov. 12, 6 p.m. to 8 p.m.

- Working smarter
- Dealing with change

“Working” course reservation form

Employee name _____

Spouse name _____

I will attend with my spouse ☐

Return to Ron King, Local 901, 1427 Broadway, 46801

Club golf scramble correction

There is an error in last week's entry form for the Club Golf Scramble set for Oct. 3. Team entry fee is \$12

instead of \$10 as shown. Individual green fees are \$10 instead of \$12 as shown.

Adlets

FOR SALE

SEARS PORTABLE DISHWASHER, good cond., butcher block counter, \$100. 485-0727.

'82 OLDS DELTA 88, full pwr, diesel, new tires, \$3,500. 486-4693.

DINETTE 42" ROUND TABLE w-4 upholstered chairs, walnut. 745-0639.

GREENLAWN CEMETERY, 4 grave lots, nice location, \$250 ea. 447-2280.

ONE OWNER HOME, LR, FR, 2 baths, 3 bdrms, ktchn, util, garage. 482-1117.

BASEBALL CARDS, '86 Sportflics, new, \$33/set. 483-4280.

GARAGE SALE, Sept. 11-12, old bottles, cabinets, etc.

'74 GE SELF-CLEANING RANGE, ex. condition. 484-3068.

DP WORKOUT BENCH, inclineable, DP sit-up bench, 160 lb. weight set, very good cond, \$140. 485-1872.

GRAPES, you pick, \$5/bushel. 424-4998.

FENCE: 80' 9 ga. chain link, posts & top rail, 2 gates, 42" high. 745-7721.

NW THREE BEDROOM HOUSE, garage, basement. 637-9601.

'86 REDMAN MOBILE HOME, 2 bdrms, 2 baths, \$13,500. 493-6673.

FARMERS' BALANCE SCALES, weigh up to 1,000 lbs., ex. condition, \$75. 747-7760.

'74 FORD MAVERICK, runs excellent, body good, some rust, 59,000 orig. mls, \$1,000, aft. 5 p.m. 432-6510.

AM/FM RADIO & TAPE DECK, use in car dash or boat, new in box. 436-2320.

SEARS KENMORE GAS RANGE, good condition, \$75. 432-8039.

ANTIQUES: gold banded goblets, china, glass; microwave; fur coat. 486-8924.

REFRIG., 1981 GE 23.5 cu. ft. brown, side-by-side, like new, 456-1526.

CONCORD GRAPES, \$5/bushel, \$2.50 1/2 bushel, you pick, 424-6826.

FIREPLACE, freestanding, never-used, \$200, 744-4808.

1972 ARTICAT "KITTY CAT" SNOWMOBILE, good cond., after 7 p.m.

WANTED

MASTER OF UNIVERSE "FAKER." 745-3003. SNOW BLOWER, Toro preferred, electric start, must be reasonable. 483-0318.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SERVICE

KC AND COMPANY BAND, music for all occasions & all ages.

NIGHT FLYTE, 60s rock band, reasonable rates, call for info, 423-1648.

SWEETCAKES THE MAGIC CLOWN SHOW, all ages & special events, gorilla and bear too, 745-1545.

CONTINUOUS GUTTER & SIDING, free est., 627-2429.

FREE

KITTENS, 1 all white, 3 black & white, 745-5133.

KITTENS, 2 black & white males, 2 tiger stripe females, 7 wks old, 486-6333.

LOVEABLE MEDIUM SIZE MALE DOG, black & tan, 627-8219.

Elex calendar

SEPTEMBER

- 14 Four Penny Opera & Supper, GE Club, 4:45 p.m.
- 15 Five Chapter Luncheon, Hall's Guest House, 12 Noon.
- Paint Class, "Iris," Bldg. 18-1 CR, 6-9 p.m.
- 22 Elex Board Mtg, 4:45 p.m., GE Club.
- Elex Committee Mtg, 7:30 p.m., 18-1 CR.
- 28 Honorettes Mtg, 1 p.m., Salem United Church.

OCTOBER

- 5 Partizan Mtg, 11:30 a.m. Atx, tillman Rd.
- 6 Knit Class, GE Club, upstairs, 6:30-8:30 p.m.
- 12 Elex Style Show, GE Club Auditorium, 4:45 p.m.
- 13 Knit Class cont., GE Club, 6:30-8:30 p.m.
- Paint Class, "Grandpa's Farm," 18-1 CR, 6-9 p.m., \$22.50
- 14 Pen El Social Mtg, Bethany Church, 11:30 a.m.
- 22 Honorettes Executive Bd. Mtg, Hall's Guest House, 11:30 a.m.
- 24 Elex Auditorium Sale, GE Club.
- 26 Honorettes Mtg, Salem United Church, 1 p.m.
- 27 Elex Board Mtg, 4:45 p.m., Elex Office.
- Elex Committee Mtg., 7:30 p.m., Bldg. 18-1, CR.
- 29 Quilted Christmas tree skirt, first class, GE Club, upstairs, 7-8:30 p.m.

NOVEMBER

- 3 Partizan Board Mtg, 11:30 a.m., Atz, Tillman Rd.

GOLF SCORES 9/3

Birdies: Thrush, Johns, Stackhouse, Guillaume, Engel (2), Bashelier, Dorey, Devos, Pickett, Macleod, Glover, Degroff, Baughan, Zuza.

Low putts: (13) Hunnicut
Low net: (31) Ross, Pappert
Low gross: (38) Pickett

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

SEPTEMBER 17, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 34

New policy reflects customer satisfaction commitment

"I'm asking all employees to carefully read their responsibilities outlined in policy 20.11," said David Genever-Watling, Motor Business vice president.

He's referring to a new "Customer Satisfaction" policy issued this year by the GE Corporate Executive Office.

In a recent corporate newsletter, Executive Vice President Paul Van Orden points out that GE is not a company weighed down with stacks of policies. Employees are expected to have the judgment, initiative and knowledge needed to act in the company's best interest.



"It's important for everyone to understand the Motor Business' commitment to customer service," says David Genever-Watling, vice president.

In a few cases, though, an activity or philosophy is so critical to the company's success that a policy is written as a guide for employees to follow. These policies, says Van Orden, reflect the company's serious commitment to common standards of excellence. Such is the case with Customer Satisfaction policy, 20.11.

He explained the logic behind issuing this policy.

"We had policy statements to govern our treatment of other important constituents—employees, suppliers and even competitors. We wanted to visibly recognize the importance of our customers. We wanted to get some standards for the way we treat them—responsiveness, openness, honesty and fairness," he said.

Motor Business attention

The topic of customer satisfaction has received a great deal of attention in the Motor Business, particularly since the establishment of the Customer Service Operation in early 1986.

"It's clear we've made progress, but it's also very clear that we have a long way to go to achieve excellence in our overall service to customers," said Genever-Watling. "That's why it's


important for everyone to read and understand our commitment to customer satisfaction stated in policy 20.11. Each of us must adopt that commitment as our own."

He re-emphasized that customer

service is a responsibility for every function, not just employees on the front line.

"In our various reviews of business issues, we must always consider the impact on the customer and strive to

provide first-class service. I have instructed my staff to keep customer satisfaction as a top business priority. Our customer service commitment must permeate across the entire business and influence all of our decisions."



ORGANIZATION AND POLICY GUIDE

Issued by: Corporate Executive Office

PAGE: 1 of 1

POLICY

TAB: Company Policy Statements
NUMBER: 20.11
ISSUED: 6/1/87

CUSTOMER SATISFACTION

NEED FOR POLICY

GE's continued success depends on its ability to mobilize all of its capabilities for the benefits of its customers. Excellence in satisfying customers offers the Company the opportunity to deliver the promise of the GE brand. The importance of satisfying customers' needs for high quality service, accurate information, reliable commitments, easy access and flexibility is increasing. Although excellent products and competitive prices are as necessary as ever, they are insufficient discriminators in today's tough, competitive markets. A supplier's reputation for delivering high quality, consistent, reliable customer service is often just as important in the buyers' decision process as the quality and technology content of the products. Unbeatable service quality could be GE's powerful competitive advantage in many of its markets. Poor customer service reflects on the Company's reputation and on those employees who work hard to deliver excellence to customers. Undoing the problems caused by careless customer treatment is more expensive than doing it right the first time.

STATEMENT OF POLICY

It is the policy of GE to understand its customers' needs for products and services, as well as all related requirements, and to put its best effort into responding to those customer needs before, during and after every sales transaction.

It is the policy of GE to make reasonable commitments to its customers which reflect GE's true ability to serve and to make every effort to meet these commitments.

It is the policy of GE not to serve market segments whose requirements we can not meet consistently and well.

RESPONSIBILITY AND AUTHORITY

It is the responsibility of every employee to

- listen to customers to identify their needs and expectations
- put forth their best effort to respond to those customer needs, being as responsive as possible, within the bounds of good business practice

- establish appropriate expectations with customers, making honest promises which reflect GE's true ability to serve
- communicate quickly, honestly and proactively to customers about any changes which have impacted GE's ability to meet its commitment to them.

It is the responsibility of GE managers to

- communicate the priority of customer satisfaction frequently and clearly to all employees
- respect the important roles of those employees who serve customers, and support their efforts with appropriate facilities, training, materials and hiring practices
- provide clear guidance to employees with respect to customer priorities and service standards
- align the organization and its systems and procedures to facilitate the delivery of excellence throughout the customer relationship
- establish mechanisms—such as surveys and customer roundtables—to routinely collect customer input on the quality of customer service being delivered by GE and our key competitors
- track the component's performance on critical activities which support the delivery of excellent service, with the objective of improving the effectiveness and efficiency of those activities
- reward employees who demonstrate special caring in their efforts on behalf of customers
- consider the impact on customer satisfaction of any proposed change in the component—for example, organization, staffing levels, and product introductions.

IMPLEMENTATION AND MEASUREMENT

Responsibility for implementation and measurement under this Policy is assigned to business managers reporting directly to the Corporate Executive Office, who will conduct the affairs of their respective components in accordance with this and related policies.

The business managers noted above shall make regular reports to the Corporate Executive Office on fulfillment of the service objectives established by their components. The objectives defined for these components and the measurements reported should be consistent with the customer perspective of service excellence and should emphasize competitive superiority, productivity, creativity and pride in the GE brand.

Company follows formal procedure in cases where absences are excessive

The Non-Disciplinary Termination Procedure is not an easy subject to discuss, says Jim Martin, manager of union relations and communication.

As the name implies, it is a procedure whereby employees may be terminated if their work history indicates they have been unable to attend work on a regular basis over a long period of time due to personal illness.

"It may sound cold and cruel on the surface," Martin said, "but it is necessary. Imagine if we have an employee who regularly misses three out of 12 months, year after year, due to personal illness. It's clear that this employee is not suited to perform the kind of work we have at GE where regular attendance is expected and required."

Fortunately, he said, this procedure isn't employed very often because most employees are able to attend work on a regular basis.

"Of course we recognize that there will be some cases of personal illness that require employees to take time off," Martin said. "When occasional illness occurs, employees should take advantage of GE insurance plans to the extent needed, get well, and return to work."

Martin emphasizes that the Non-

Disciplinary Termination Procedure applies only to chronic situations where people have a long history of personal illness problems.

"Because of the importance and sensitivity of the issue, we carefully consider the employee's record over a long period of time, including the number and duration of absences and the nature of the illness," he said. "Therefore, an individual who simply had a recent concentration of personal illness would not be affected by the procedure."

The Non-Disciplinary Termination Procedure is based on the company's right to expect reasonably regular work attendance by employees. While the disciplinary rules and procedures apply to **unexcused** absences, the non-disciplinary procedures apply to excessive absences generally beyond the employee's control.

All employees reviewed

Under this procedure, all employees' attendance records are reviewed periodically. Those employees with absence histories approaching 25% absenteeism or more over the past two consecutive years are evaluated further for action under this procedure.

When evaluating an employee under the provisions of the Non-Disciplinary Termination Procedure, a review of his or her attendance history is made to determine reasonable expectations for future attendance. This evaluation will include, but is not limited to, the following:

- notification to the union of potential non-disciplinary action,
- opportunity for the employee and the union to submit relevant information regarding future attendance,
- encouragement of the employee to take any actions which would enable attainment of a reasonable attendance record.
- company doctor inputs and evaluation of the employee's medical condition(s),
- additional medical opinion, if requested,
- review of the employee's total attendance record.

First letter explained

If it is determined that non-disciplinary actions are not warranted, the employee's record will be refiled for the next review. If the determination is that non-disciplinary action would be appropriate, the first letter of this procedure will be issued.

All actions during this evaluation process will be documented, along with relevant information, and filed in the employee's personnel records.

If the first letter under this procedure is issued, it will remain active for a period of two years. During this time the employee's attendance record will be reviewed every three months, and any negative trends will be brought to the attention of the employee and the union.

If the employee's record indicates absences approaching 30% or more in any consecutive six-month period during the two years, evaluation for termination under this procedure will be initiated automatically. This evaluation will include the same considerations as those for the first letter. If it is determined that the employee will probably continue to be unable to maintain regular attendance, the termination letter will be issued.

If, during the two-year active period, the employee's attendance record does not trigger any future evaluation, the first letter will be considered expired. The employee will again be subject to periodic reviews. The expiration of this letter does not rule out the issuance of a subsequent first letter if the employee's absences again exceed the standard of measurements.

Benefits Q & A

What is the coverage for vision-care expenses?

Benefits for the cost of eye examinations, lenses, frames and contact lenses are paid once every 24 months up to amounts specified in a schedule of maximum benefits.

The actual charge up to \$25 is paid for eye examinations. Expenses up to \$25 are paid for single-vision lenses, up to \$40 for bifocals, up to \$55 for

trifocals and up to \$80 for lenticular lenses. For frames the maximum benefit is \$30, and for contact lenses, \$75.

Vision-care expenses are "Type-C" under the Comprehensive Medical Expense Insurance Plan. There is no deductible. Vision-care expenses not reimbursed do not count toward the annual \$1,000 maximum out-of-pocket provision for the Connecticut General plan or the \$500 out-of-pocket provision for the Preferred Care plan.

Jazzercise is back in GE Club

Jazzercise classes are once again being offered in the GE Club. Classes are held on Mondays and Wednesdays from 5 p.m. to 6 p.m.

GE employees are being offered a special monthly price of \$18 (\$2 off the regular price), which includes two sessions per week for four weeks. Employees may also pay by the session at a price of \$3 (normally \$3.50).

Guests are welcome but not eligible for the discount.

Jazzercise is a "low-impact" total-body conditioning program for all ages. It combines the cardiovascular benefits of aerobics with the movements of jazz dance. It improves flexibility, muscle tone, stamina, posture, heart rate and self-confidence.

Anyone—regardless of age or fitness level—can benefit from Jazzercise. And it doesn't matter if you can or can't dance.

Participants should wear comfortable clothing. Shoes are recommended but not required. Street shoes are not permitted. Tennis, aerobic or Jazzercise shoes are suggested. Participants should bring a rug, mat or towel for



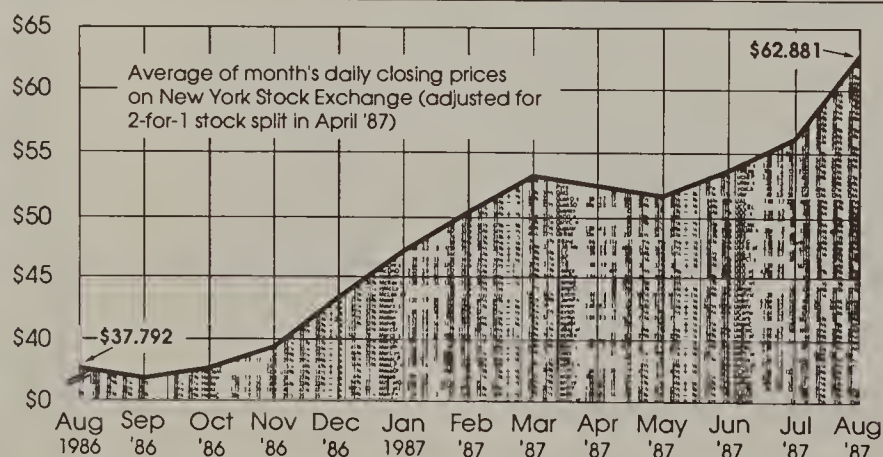
floor routines.

If you would like more information, call Maria Aguirre, certified instructor, at 486-9400.

STOCK WATCH

GE Stock Prices

August '86 — August '87



Market Comparison: During this period, GE stock price increased 66% while the Standard & Poor's index of 400 industrial stocks increased 42%.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Adlets

FOR SALE

GE REFRIGERATOR-FREEZER, good condition, \$60. 745-0639.

'79 OMNI HORIZON, 4 spd., great for commuting or errands, \$695. 484-3742.

TWIN BEDS w-matt., \$50 ea.; camper tent, \$25. 637-8353.

ARIENS RIDING MOWER, 8 HP, 32" cut, 2 rear grass catchers. 432-2412.

ALL WOOD PINE ROCKING CHAIR, like new. 745-0639.

TRUCK CAMPER, 8', slps 4, good condition, \$400. 456-6257.

YAMAHA TRUMPET, used by student, \$75. 447-4862.

'72 ARTIC CAT "KITTYCAT" SNOWMOBILE, good condition; call aft. 7 p.m. 432-6150.

WHIRLPOOL CAST IRON BATH TUB, new, reasonable. 744-4039.

'73 TRAILER, 2 bdrms, 2 baths, ex. condition. 747-4627.

SPA, 250 gal., new, \$3,500. 1-244-5461.

'85 HONDA THREE WHEELER 250 SX, elec. start, \$995. 432-8529.

GE STEREO/TAPE/RECORD PLAYER, was top of line, new cabinet, \$150. 432-0914.

ATWOOD LAKE YEAR-ROUND HOME, full basement, 2 acres. 747-2410.

45 CAL. AUTO RELOADING EQUIPMENT; bench vise, 4" open. 447-4066.

MOVING SALE: fur coat; antiques: table, glass, china; much more. 486-8924.

KITCHEN SINK, Kohler 4-hole, gold, new in box, \$100; Kohler wht lav. sink, \$35. 749-9372.

'79 CJ7 JEEP, 6 cyl, new tires & top, \$3,000. 483-5018.

KENMORE PORTABLE SEWING MACHINE w-att. & bottonholer, good cond., \$20. 493-4002.

HUMIDIFIER, \$15; Sears lg swing set, \$75; Castle Grayskull, \$7.50; Point Dread, \$3. 745-1645.

LAND - 2.3 acres, 5 possible modular home sites, all util; 15 cu. ft. chest frzr, \$20. 432-3794.

DETROIT VS. TORONTO TICKETS, 3, Oct. 2, \$20; 486-4529.

'77 CUTLASS SUPREME, very cheap, best offer. 639-6813.

'75 CHEV. MALIBU, blue, 4 dr., very dependable car, AM-FM cass., new batt., \$500 or best offer. 484-5177.

CARPETING w-pad, lt. grn, 3 rooms, good cond., \$125. 749-8445.

'79 CHEVETTE, 2 dr., AM-FM radio, runs good, needs clutch and paint job. 745-5195.

'78 BUICK CENTURY WAGON, cruise, tilt, air, good condition. 745-7625.

'76 FORD TORINO WAGON, \$500; call aft. 4 p.m. 456-6765.

'77 PONTIAC LEMANS, w-rebuilt engine, no rust, dream car. 1-691-3626.

GARAGE SALE, Sept. 25 & 26, 9-5 p.m., 2406 Forest Valley Dr., Lake Forest Addition. 432-3836.

80 CHEV. CUSTOM DELUXE TRUCK, 132,000 miles, 6 cyl., std. trans. in floor, new paint, ex. cond., \$2,250. 638-4425.

85 COLEMAN SUN VALLEY POP-UP CAMPER, ex. condition, \$3,000. 456-4334.

ANTIQUES - OAK:rd ktchn tbl, rocker, chest of dwrs, office chair. 632-4733.

IMITATION BRASS BED, \$30; bedspread, \$10. 432-2328.

USED CARPET: 30 yds. shag, 30 yds. plush, \$1/yd. 747-6084.

GOLF CLUBS, ladies/juniors, ex. starter set, make offer. 483-4021.

'87 FAIRMONT TRAILER, 14'x52', 2 bdrms. 747-1554.

NICE OLDER CAMPER, 24', \$1,500. 625-3159.

'86 PROWLER FIFTH WHEEL, 18', self-contained; call aft. 5 p.m. 1-724-8011.

LADIES' SQUARE DANCE SHOES, wht, ex. cond., sz. 8N, \$10. 484-5743.

ALUMINUM STORM WINDOWS & SCREENS: 3, 28"x39" & 2, 18"x34-1/4", \$15. 456-2606.

STARCRAFT FISHING BOAT, 40 HP Merc. mtr trlr. 489-5682.

GOLF CART, new, battery driven for walkers, reasonable. 747-2701.

WARDS REFRIGERATOR-FREEZER, side-by-side, 24 cu. ft., avoc.; 30" Coronado elec. stv, avoc., good, \$400/both. 1-419-363-3694.

DP EXERCISE BIKE, ridden 145 miles, \$50. 486-4529.

PURE BRED AKITA PUPS: 3 males, 1 blond female; call aft. 6 p.m. 1-731-2865.

CABINET SINGER SEWING MACHINE, very good condition, \$70. 745-3598.

ALUMINUM STORM WINDOWS, glass & screen. 749-4485.

WANTED

FERN RUFFLED FEATHER PLANT. 627-5260.

DEHUMIDIFIER, reasonable; games for Coleco Vision. 484-4251.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

CONSOLE RECORD PLAYER. 489-4246.

FOR RENT

LOVELY COTTAGE, Englewood, FL, slps 7, golf course, near beaches, wkly rates, avail., now-Nov. 485-4264.

OUTSIDE STORAGE for boats & trailers. 749-8088.

HOUSE, 4 bdrms, 2 baths, bsemt, \$250/mo; 1 or 2 bdrm apt, \$250/mo. incl. util. 747-4066.

SERVICE

WORD PROCESSING, professional quality work for resumes, term papers, etc. 637-2702.

CONCRETE CONSTRUCTION - replace/repair/new work. 456-1187.

CONTINUOUS GUTTER & SIDING, free estimates. 627-2429.

SWEETCAKES THE MAGIC CLOWN SHOW - all ages & special events, gorilla & bear, too. 745-1545.

TRUMPET LESSONS, beginner through advanced; call for info. 423-1648.

FREE

CAT, blk, male, 1 yr. old, neutered w-license & shots. 456-7570.

LOVEABLE MEDIUM SIZE MALE DOG, good pet. 672-8219.

Employees offered discounts for show

GE employees are being offered discount tickets for a performance of Cole Porter's "Just One of Those Things" to be held at the Scottish Rite Auditorium on Sunday, Oct. 18 at 2 p.m.

GE News readers may save \$2 off the regular \$6 per-ticket price by filling out and sending in the coupon below. Mail the coupon to the address shown. It may also be exchanged at any of the three Wooden Nickel Record locations in advance, or presented at the Scottish Rite Auditorium box office the day of the performance.

GE News discount coupon / 'Just One of Those Things'

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

Please send me _____ tickets for 'Just One of Those Things' at \$4 each. Amount of remittance enclosed \$ _____. My self-addressed, stamped envelope is enclosed.

Page 4 Pension Trust quiz answers

Question #1. C. — In addition to the \$579 million in pension benefits paid to 120,000 people in 1986, another 213,000 current employees are participating in the plan. They either have, or will have, rights to benefits payments in the future. The trust will also pay benefits to an additional 67,000 vestees who have yet to retire. In total, the plan has present or future obligations to pay benefits to 400,000 people!

Question #2. A. — The substantial cost of pensions is paid directly by each GE business for its employees. So sound trust funding practices are important to the competitive position of GE businesses like the Motor Business in order to avoid higher-than-expected expenses to support the pension program. The larger the trust and its earnings, the better. Growth of the trust increases its ability to meet pension obligations without impacting on the competitive ability of GE businesses.

Question #3. D. — Company and employee contributions, plus income generated from the trust's assets, combine to pay current pensions for retirees and provide for future pensions of current employees and vestees.

Question #4. A. — Voluntary increases in retiree pension—nine since '61—are funded through additional contributions by GE. The most recent was made in December 1984.

Question #5. D. — Employees do not contribute toward pensions on the first \$14,000 of earnings. Previously, contributions began after the first \$12,000. Formulas used in calculating pensions have been liberalized and improved a number of times, including each of the last four years. These improvements increased pensions earned in prior years, requiring additional company contributions but no further employee contributions.

Question #6. C. — GE established its first pension plan 75 years ago in 1912. And in 1927, the GE Pension Trust, which provides sound financing of funds for GE pensions, was founded.

Question #7. A. — The amount of the trust—with projected-benefit obligations of about \$12 billion—is large. It has to be large in order to pay pensions owed to current retirees and to meet its substantial long-term obligations for the future pensions being earned by employees still working.

Question #8. A. — GE bears all the risk and would have to make up the difference to fund the trust properly if investment performance falls short. Just as the plan provided for pensions of current retirees during their career, income generated by the trust is now providing for the future pensions of current employees.

In memory

Dorsey A. Wendell, Ossian, IN, died Aug. 10. He retired from GE in 1969.

Raymond T. Junk, 205 Fernhill Ave., died Aug. 12. He retired from GE in 1972.

Helen R. Bennett, 7555 Decatur Rd., died Aug. 16. She retired from GE in 1969.

Carl F. Hattendorf, 1018 Herman Street, died Aug. 16. He retired from GE in 1966.

Paul J. Boedeker, 414 Perry Ave., died Aug. 17. He retired from GE in 1978.

Erna C. Parker, 2838-3 Northgate Blvd., died Aug. 17. She retired from GE in 1968.

Forrest T. Carlson, 2522 N. Highlands Blvd.,

died Aug. 18. He retired from GE in 1977.

Savannah L. Stokes, 516 E. Lewis, died Aug. 21. She retired from GE in 1976.

Adele F. Miller, 6701 S. Anthony, died Sept. 6. She retired from GE in 1959.

John F. Altekruse, 6701 S. Anthony, died Sept. 7. He retired from GE in 1966.

William M. Hofmann, 5700 Wilkie Drive, died Sept. 7. He retired from GE in 1965.

Cleon O. Oyer, 5330 Goshen Road, died Sept. 9. He retired from GE in 1962.

Otto E. Rietdorf, 6208 Taylor Road, died Sept. 9. He retired from GE in 1968.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

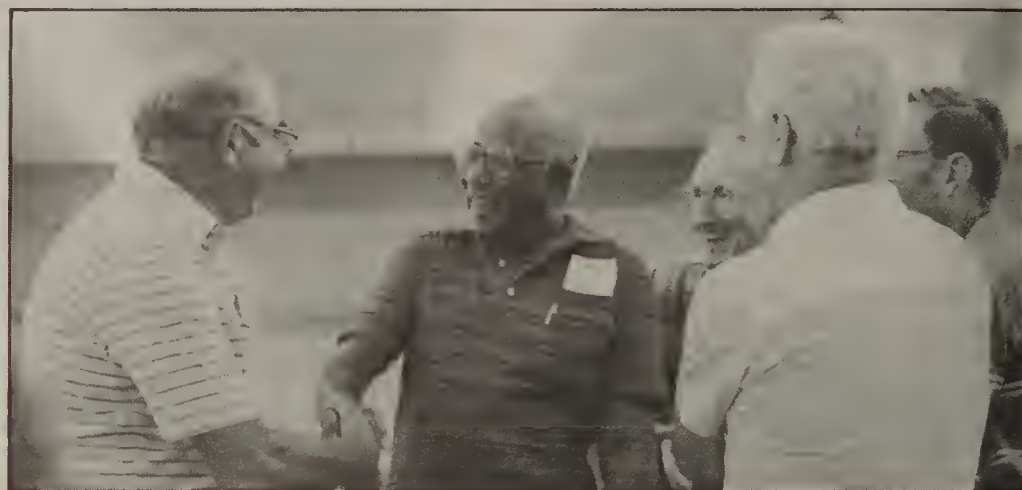
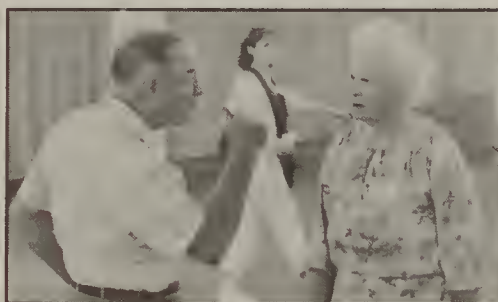
Signature _____

1,000 attend Quarter Century Club Outing

Nearly 1,000 employees and pensioners with at least 25 years of GE service attended the Quarter Century Club Outing last Saturday at the Memorial Coliseum.

"GE today" was the topic of Motor Relations Manager John Hofmeister's address to participants.

The new Quarter Century Officers were introduced. They are: Thomas Zeser, Decatur; Sharon Krinn, Building 4-2; Richard Parlow, Building 26-2; Bill Bunnell, Section 14; and Lee Schnepp, retired.



Take a quiz and test your knowledge

How much do you know about GE's Pension Trust?

At a time when pension plans of many U.S. companies are underfunded, GE's Pension Trust is financially sound, thanks to a well-managed plan. That's good news for 400,000 GE people who either now or will in the future receive pension monies.

How much do you know about this important GE benefit? Take a quiz and find out.

1. In 1986, GE's Pension Trust paid \$? million to ? people, including GE pensioners and survivors of pensioners and employees:

- A. \$120 million to 55,000 people
- B. \$358 million to 86,000 people
- C. \$579 million to 120,000 people

2. Footing the bill for pensions is the responsibility of:

- A. Each GE business for its own

employees

- B. United Retirement Fund
- C. GE headquarters in Fairfield, Conn.

3. The GE Pension Trust includes:

- A. Money contributed by retirees and vestees during their working years, plus contributions by current employees
- B. Money contributed by GE on behalf of employees, retirees, and vestees
- C. Income earned on assets of the trust
- D. All of the above

4. The GE Pension Trust has a record of periodically improving benefits for current employees and retirees. There have been:

- A. Nine voluntary increases since

1961

- B. Two voluntary increases since 1960
- C. Four voluntary increases since 1959

5. Beginning in 1986, GE employees made no contribution on the first \$? of earnings:

- A. \$10,000
- B. \$12,000
- C. \$14,000

6. Most companies did not offer pension plans until after World War II. GE established its first pension plan in:

- A. 1937
- B. 1921
- C. 1912

7. At the end of 1986, GE's Pension

Trust had projected-benefit obligations of nearly:

- A. \$12 billion, and a market-related value of more than \$13 billion
- B. \$700 million, and a market-related value of \$800 million
- C. \$1 billion, and a market-related value of \$1.1 billion

8. GE's Pension Trust is sound. But if the investment performance of the trust falls short of the trust's growth assumptions:

- A. GE has to make up the difference to properly fund the trust
- B. Employees and vestees must make up the shortfall
- C. Retirees must take pension cuts

Answers in adlet section.

Motors, Transformer focusing on fixes



Hofmeister

Participants of this year's Quarter Century Club Outing Sept. 12 were addressed by John Hofmeister, Motor Relations manager. A summary of his speech follows.

"What ever happened to the GE we used to know here in Fort Wayne?"

That's a question many people, including some of you, have asked me in recent years. The reference is to the

uncertainty and ambiguity employees are experiencing in the Motor Business and the Specialty Transformer Operation.

Many of you who are retired or have long service were fortunate to have worked here in times past when business was very good. Demand for Fort Wayne products consistently exceeded what we could feasibly build. In those days GE was the dominant manufacturer among many "also-ran" competitors. Very few could compete with our products, processes or our costs.

Today, however, we face a different world. Suddenly the Japanese, Koreans, Mexicans and others, who could not spell q-u-a-l-i-t-y back then, are world forces in manufacturing. They are capitalizing on their products, processes and, most of all, their lower costs. While we are working hard to earn our weekly paychecks, some of these competitors are working just as hard to bring home a fraction of what we make.

This low-cost competition has driven us and our domestic competitors to frantically search for ways to reduce costs. This search is the basis of the uncertainty so many of us feel. It's

resulted in change. Change in and of itself is difficult. The kinds of changes we've seen, and will continue to see, are more difficult because they affect us personally.

We've made tough decisions to compete. We've closed plants, reorganized our businesses, downsized and restructured. Many people have been asked to leave us. We've driven massive change in order to reduce our costs.

Fort Wayne employees have borne the brunt of much change. And your cooperation is well-recognized. You have created ways to reduce costs... you've learned or are learning how to direct yourselves without supervision... you've learned new quality skills. All in all, you've learned how to do more with less.

As a result you are a stronger, more capable group of employees today. The tough times we have been through have made us stronger.

But the battle to compete is not over yet. More change is around the corner. It's difficult change, but the kind of change focused on winning.

The leadership of the businesses here is determined to win. Doing that will require another round of difficult

decisions.

I'll say it straight: the management team of the Motor Business and Specialty Transformer Operation is not conducting an election campaign for votes. We have a job to do. That job is to make sure our businesses are able to win against their competitors. By winning, the businesses will be here to provide good jobs for our younger employees and your children and grandchildren for years to come.

Therefore, we will have to tackle more tough issues. Problems like the sizing of the exempt workforce, overcapacity in the plants and the competitive pay disadvantage versus our domestic competitors all have to be addressed and solved if we are to win. Changes, as disconcerting or painful as they may be, must continue to be made.

Customers deserve and demand quality and service at the lowest possible cost. So we have to drive our cost structure backwards to win and keep their business.

The good news is we're in business today providing jobs. The bad news is that our competitors are trying to beat

Continued on Page 2.



General Electric News

SEPTEMBER 24, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 35

**ECSF campaign
to begin
October 5
see Page 2**

GENERAL PERIODICALS
NON-CIRCULATING



Mike Corkwell, ACSD, poses in front of the F-4 fighter jet he flies on weekends for the Air National Guard.

'Weekend warriors' help U.S. maintain preparedness

Weekend warriors. Sunshine soldiers. Fair weather fighters—they've all been used to describe the hundreds of thousands of National Guard and Reserve members across the country.

The terms don't describe, however, the many hours of hard work and training these men and women go through to maintain readiness for immediate response to national emergency.

Take Mike Corkwell for example.

After working his way through Indiana/Purdue Fort Wayne in the Motor Business, he spent two years in Sacramento, Calif., training how to become a navigator for fighter jets. Now a tester in the Aircraft Controls Systems Department, Corkwell spends almost every Saturday and two weeks out of the summer performing tactical maneuvers in an F-4. He's a 1st Lieutenant in the 163rd Tactical Fighter Squadron of the Indiana Air National Guard

at Baer Field.

"Members of the Air Guard go through just as much training as the people in the regular Air Force," said Corkwell. "Although it's not our full-time job, many of us have been at it much longer than the people who are full-time."

Every time he goes up in the F-4, Corkwell depends on the very product he tests each day at Taylor Street—GE aircraft engine controls.

"The GE engines in our planes are totally reliable," he said.

Chet McCreery's military responsibilities are more down to earth. He's a stockkeeper in the Navy Reserve. His unit is located at the old Franklin Middle School in Fort Wayne.

McCreery, a requisition engineer at Taylor Street, spends one weekend per month and two weeks "active duty"

Continued on Page 2.

GE to launch ECSF campaign Oct. 5

The annual Employee Community Services Fund campaign for United Way agencies will be conducted Oct. 5 thru Oct. 9 at all Fort Wayne GE locations.

Volunteers from Motors, Transformer, ACSD, Local 901 and Lodge 70 met last week to organize the campaign.

The United Way has set its campaign goal at \$5.3 million. This goal represents the minimum amount needed to support the 29 agencies and their 64 human service programs. GE employees support these efforts through payroll deduction and one-time gifts.

J.E. Overmyer, United Way president, points out that now more than ever, citizens must take action to solve Fort Wayne's human services needs.

Government funds for these services are shrinking.

"We need your commitment to dig into your pockets during this community-wide campaign," Overmyer said. "In doing this, you will help disadvantaged youths stay in school; you will help a mentally retarded child start on the road to self-reliance; you will help a mother on welfare get her children and herself out of that trap; and you will help an elderly person remain an active contributor to the community."

One out of every three citizens in this area is touched by the United Way. In order to keep providing this level of service, the United Way each year asks business firms and individuals to generously support the campaign.

Thousands of people donate time and talent to help provide services through the Fort Wayne Urban League, Lutheran Social Services, Big Brothers/Big Sisters, the American Red Cross and other agencies. The United Way provides much of the financial support for these organizations.

Representatives on the GE ECSF Board are: Motor employees Eula Bowser, Richard Duff, Dorothy Dukes, Bob Gebert, Brenda Hambleton, Pat Harris, Sharon Harter, Dennis Jensen, Diane Kandis, Cal Keys, Sharon Kiermaier, Mike Kifowit, John Peirce, and Jerry Wilson; Transformer employees Roy Allen, Isabel Alvarez, and Merv Ruhl; ACSD representative Sandra Herbold; Local 901 and Motor representative Dorothy Dell; Lodge 70 and

Motor representative Doug Schaefer; and pensioner contact Chauncey Miller. Lois Neloms is chairing the board.



Warriors

Continued from Page 1.

preparing to run a ship-supply warehouse.

About four to five times a year, he is flown to a mobilization site in Roanoke Va., where he gets first-hand experience at issuing life jackets, anchors, ship parts of all kinds, food, and hundreds of other supplies sailors need at sea. McCreery says he is happy knowing that "I can make some sort of contribution if anything ever happened."

Common mission

The Guard and Reserve share the

common mission of making sure the U.S. is prepared to defend itself in the case of war. The U.S. President has the power to order them into active duty. The difference between the Guard and Reserve is that the Guard is also under control of the state, while the Reserve is not.

In Indiana, Governor Robert Orr has the power to order the National Guard—be it the Army or Air Guard—into active service for civil emergencies.

As a member of the Army National Guard, Roger Hendrickson, Building 4-2, was called to duty during the flood of 1982 and the blizzard of 1978.

"We made sure people were safe

and watched for looters," he said. "During the blizzard we took doctors and nurses to and from the hospital."

Hendrickson says he likes being around fellow Guardsmen, many of whom fought in Vietnam as he did.

"We really look out for one another. If you need someone to unload on, someone is there. Once when my boy got hurt, three of the guys gave blood and they took up a collection," he said.

Financial benefits

Corkwell, Hendrickson and McCreery say they are happy with the financial benefits they receive from the Guard and Reserve. Each is compensated for his weekend duty. GE

pays the difference between what the employee would make on his GE job and what the Guard or Reserve pays for the time off work for summer camp.

"I appreciate the way GE handles the time off," said McCreery.

In addition, Guard and Reserve members with at least 20 years of service receive a pension from the government.

In Fort Wayne there are National Guard units for both the Air Force and the Army. There are Reserve units for the Army, Navy and Marines. These units provide part-time opportunities for people with a variety of skills.

WANTED

LADDER, 14' or 16' wood or metal, adjustable, good condition & reasonable, 638-4425.
RUG WEAVER, 219-357-5693.

Adlets

FOR SALE

COMBINATION GOLF BAG AND CARTS, 1 Ajay Riviera. \$50; 1 Blubmaster, \$30, 484-5348.
NEW WINTER COATS, 2, size 14; 1 new pair of mens boots, 8 1/2, 744-6615.
KICK PRESS, half ton on steel stand, \$95, 484-4515.
1982 HONDA 450 NIGHTHAWK, 5,500 mi., excellent cond., \$795, 432-6287.
BASS BOAT, 15 ft., Chrysler 35 HP elect motor, new carpet, tank & batt., oars, excellent cond, 489-3844.
AMANA UPRIGHT FREEZER, good condition, 16 cu. ft., 493-3241.
WINDOWS, insulated, replacement units, reasonable, 657-3117.
UPRIGHT GE FREEZER, \$100, near Pine Valley, phone 637-3190.
SEARS D.P. SHAPE MASTER ROWING MACHINE, \$50, 483-7278.
MEN'S 26" 5 SPEED BICYCLE, excellent cond., or trade for his & her or lady's bicycle, 422-5258.
FUR CAPE, very nice, also white coat size 14, nice brown sweater, 485-0102.
MAYTAG DRYER, excellent condition, \$65, 749-5557.

Club Volleyball league to meet Sept. 30

The GE Men's Power Volleyball league will meet at 7 p.m. on Sept. 30 in the GE Club trophy room downstairs.

Prospective captains should attend. Those interested in playing should call Denny Sherman on Ext. 2049.

ANTIQUE MISSION OAK ROCKER, walnut sewing rocker, antique round oak kitchen table, antique oak chest of drawers, 632-4733.

14 ALUMINUM STRM. WINDOWS AND SCREENS, used, 36" X 38", \$75 for all, 1-357-4034.

BLACK LEATHER COAT, blue fox fur collar; Misty Harbor rain coat, both size 10, 1-824-4031.

FOR RENT

STORAGE SPACE, cars, boats, fold-down campers inside or out, inside no birds and dry, 636-7264.

MARCO ISLAND DELUXE CONDO, on beach, by week/month, Nov. & Dec. 485-6047.

Hofmeister

Continued from Page 1.

us down. We hear, for example, that some of our competitors' sales engineers are telling our customers that GE is not a player for the long term, and that GE is busy getting out of the Motor Business.

The best news is that we're determined to win in these businesses for the 1990's. As we go forward, we'll feel more pain. Employees will be called upon to help in unprecedented ways. If we can accomplish what we have to do, we'll win right here in Fort Wayne, Indiana.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

VP Award for Excellence presented

GENERAL PERIODICALS
NON-CIRCULATING



The second round of Vice President Awards for Excellence were presented recently by Vice President David Gen-ever-Watling (upper right). Recipients are (from left) Ron Nelsen, Technology; John Blair, Technology; Ralph Church, Technology; Velton Jordan, Technology; Judy Jennings, Motor Sales Division; and Paul Foody, Motor Sales Division. Awards also went to T.J. Tan and S.S. Foo of Singapore.



General Electric News

OCTOBER 1, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 36

*ECSF Campaign
to begin Monday.*

Broadway Open House draws 1,400 visitors

Around 1,400 employees, retirees, their families and friends came out to the East Broadway Open House Sept. 19.

"We couldn't have asked for a better day," said Rhonda Gage. She serves on the "Inside Story," a self-directed work-force communication committee which sponsored the open house. "With the sun shining, the band playing (KC and Company)...it was just fantastic."

More than 100 employee volunteers were key to the success of the open house. They led tours, demonstrated equipment, handed out gifts, served food, operated elevators and did other tasks to make the day enjoyable for visitors.

Charlotte Witzman's nine- and 11-year-old children watched as their mother demonstrated how she operates a shell machine in Building 4-4.

"It's the first time they had ever

been in the plant," she said. "They really took everything in."

For Karen Burlingame, a winder in Building 4-2, the open house was "interesting to say the least." She was working overtime to get an order out, but many visitors assumed she was a volunteer demonstrating her operation.

"One lady got so close she hit a mosquito off my back," Burlingame said. "It didn't upset me though. I got to see some people I haven't seen in years."

Don Bussick, Manufacturing manager, says he was extremely impressed with the open house.

"You could see the pride on employees' faces as they showed their families what it is that they do each day in the Motor Business."

"I sincerely appreciate the hard work and preparation that people put into the open house on a volunteer basis."



(above) Mike Follis, Building 4-2, shows his sons David and Steve how shells are rolled. (right) Barbara Gillum, niece of Allen Gillum, Building 4-2, poses with her open house Frizbee and balloon. More pictures appear on page 4.



Letters explain health insurance continuation options under new COBRA law

Letters sent to the homes of Fort Wayne employees earlier this month provided information on temporary health insurance continuation coverage available under a new federal law known as COBRA.

"A notification letter was required in order to advise people of their rights under COBRA," explained Personnel Accounting Manager Doyt Schaadt. "The letter does not require

employees to take any action. It simply provides important information."

Under the COBRA provisions which took effect on Sept. 15, employer group health plans must offer employees and their families the option to elect a temporary extension of coverage in certain instances when coverage would otherwise end. Examples of qualifying events include the termination of coverage due to layoff,

resignation, death, divorce, and the loss of dependent status.

The letter provides details on how the new law applies to people covered under GE's medical and dental plans. Those electing COBRA pay 102% of the full cost of providing coverage under the regular GE plans.

"The only time employees have to take action regarding COBRA coverage is when one of the qualifying

events listed in the letter occurs," Schaadt pointed out.

When a qualifying event occurs, employees and family members have 60 days to make COBRA coverage elections. In situations involving a service termination, the last day worked is the date of the qualifying event. Schaadt noted that events before Sept. 15, 1987 do not qualify for COBRA coverage.

AT&T picked to upgrade, expand GE telecommunications network

GE has chosen AT&T to design, build, and maintain a private telecommunications network that integrates voice and data services among more than 700 locations. The contract is one of the largest telecommunications contracts ever signed.

Award of the contract to AT&T followed a competitive bidding process. Unsuccessful bidders included U.S. Sprint Communications Co., Northern Telecom Ltd., Network Equipment Technologies Inc., and MCI.

Called the GE Telecommunications Network (GETN), the system will upgrade and expand the company's Dial-Comm telephone network that utilizes the services of more than 30 vendors.

The current Dial-Comm system, in place since 1964, consists primarily of analog lines that handle voice and slow-speed dial-up data transmissions only. GETN will combine voice, video,

and high-speed data transmission into a single network of digital lines.

Cost savings

According to Stanley Welland, GE's manager of corporate telecommunications, GETN will provide GE reduced costs for voice transmissions, a single point of contact for network management, improved recovery capabilities, and the opportunity for future developments.

"We selected the network design that would allow us to use as much advanced communications technology as possible and give us the most cost-effective and efficient network," Welland said. "The new voice/data network utility will provide GE's operating components with a high-quality network, unequaled by their competitors."

The new all-digital voice network is expected to be completed by the second quarter of 1988.



Finance employees recognized

Four Motor Business Finance employees were recognized recently for their outstanding educational accomplishments. (from left) Finance Manager Dan DeForrest congratulated Judy Roy and Judy Kostoff for passing the Certified Public Accountant (CPA) exam; Diana Storey for scoring 99 on her "Principles in Accounting" exam; and Krista Saathoff for achieving a 96 in her "Accounting for Specific Needs" course.

Preferred Care referral routine changed

There has been some confusion and controversy concerning the routine to be followed when a Preferred Care physician refers a patient to a non-PCI specialist. Discussions with Preferred Care have resulted in the following:

- Referral forms will not be required.

- Employees or dependents should remind the physician of his/her membership in PCI and the fact that referrals should be to PCI physicians in the needed specialty if available.

- If you still have a question about the referral, call the toll-free number, 1-800-7063.

Employee chooses retirement

Marion Gagnon retires with 33 years of service. He began as an accounting clerk at Winter Street and retires as a sales accounting specialist at Broadway. "Thanks to the GE benefits an exciting retirement is anticipated. Pension payments and income from savings that were accumulated in the S&S Plan during my working career should cover life's requirements. The next two years are to be full of extensive travel in the U.S. and Canada."



General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

Transformer Plant to be closed by Westinghouse in Puerto Rico

GURABO, Puerto Rico—Westinghouse plans to close its transformer plant in Gurabo. Manufacture of transformers rated 300-kilovolt-amperes and below will be transferred from this plant to Ciudad Juarez, Mexico.

"Our dry-type transformer line is under intense competitive pressure,"

a Westinghouse spokesman said. "Moving this business into a more modern plant, located thousands of miles closer to our customers, isn't really a choice—it's a matter of survival in this particular market."

Westinghouse is a competitor of the Fort Wayne Specialty Transformer Operation.

'87 monthly prices for S&SP investments; not to be used for reporting tax cost

Here are the prices used to credit Savings & Security Program accounts in August.

	GE Stock Price	Mutual Fund Price	Holding Period Fund (Constant \$10 price)				Long Term Fund		Money Mkt (\$10 price) YTD Income Rate
			YTD Annual Income Rate				Price	YTD Rate	
'87			1984	1985	1986	1987			
Jan	\$47.328	\$36.561	13.1%	12.5%	10.3%	8.5%	\$12.03	8.0%	6.4%
Feb	\$50.497	\$38.751	13.1%	12.7%	10.3%	8.5%	\$12.01	8.4%	6.3%
Mar	\$53.472	\$40.189	13.1%	12.6%	10.6%	8.6%	\$11.80	8.2%	6.3%
Apr	\$52.509	\$39.275	13.1%	12.8%	10.6%	8.7%	\$11.33	8.2%	6.4%
May	\$51.569	\$39.394	13.2%	12.8%	10.6%	8.7%	\$11.16	8.2%	6.4%
Jun	\$54.023	\$40.863	13.1%	12.8%	10.6%	8.8%	\$11.21	8.2%	6.6%
Jul	\$56.216	\$42.024	13.1%	12.8%	10.6%	8.9%	\$11.12	8.1%	6.6%
Aug	\$62.881	\$44.201	13.1%	12.8%	10.6%	8.9%	\$10.99	8.2%	6.7%

Elex Bazaar, Rummage Sale to be held

The Elex Club will have its annual Bazaar and Rummage Sale in the Club Auditorium on Saturday, Oct. 24. Set-up hours are 8 a.m. to 9 a.m. Selling hours are 9 a.m. to 3 p.m.

Parking will be available in the Credit Union lot, GE Club lot and the employee parking lots on Swinney Avenue.

There are 50 table spaces available to rent. Eight foot tables will be rented for \$8, and 10 foot tables for \$10. Make checks payable to Elex. Enclose them in a self-addressed stamped en-

velope. Send to: Elex, P.O. Box 2204, Fort Wayne, IN 46801. Any cancellations should be made by Oct. 16 for refunds to be issued.

There will be items such as rummage, handmade items, woods, crafts, plants, furniture antiques and more.

Pre-priced donation items are also welcome and appreciated. Drop these off at the Elex office on Mondays and Wednesdays from 11 a.m. to 5 p.m. or Fridays from 10 a.m. to 1 p.m.

Further questions should be addressed to Callie Passwater, 432-7069, or Elaine Caudill, 749-5288.

Elex Club to take bus trip to Michigan

The Elex Club will be taking a bus trip to Frankenmuth, Mich. on Saturday, Nov. 14. Participants will board Summit Coaches at 6:15 a.m. at the west end of the Taylor Street lot and leave at 6:30 a.m.

Lunch will be provided at the Bavarian Inn, Frankenmuth. There will be shopping throughout the day. Participants must purchase their own

meal on the way home. The bus will arrive in Fort Wayne at approximately 9:30 p.m.

The cost is \$39 per person for Elex members and \$41 per person for non members. The price includes the bus transportation and lunch. Make checks payable to Elex and mail to the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801. Deadline is Oct. 7.

“Remember When” deadline Oct. 12

This is a reminder that reservations for the Oct. 19 “Remember When” meeting at the American Plaza are due Oct. 12.

All GE women with a service date prior to Dec. 31, 1960, are invited to attend. The meeting begins with a

5:30 p.m. social hour, and dinner begins at 6 p.m. There will be prizes, games and entertainment. Cost is \$9.

For reservations, call Helen Deahl, president, 422-5671, or Marcella Driscoll, vice president, 485-4291.

Basketball league to hold meeting

An organizational meeting for the GE Club Basketball league will be held on Oct. 7 in the Club bowling alley. The meeting begins at 6:30 p.m.

Scramble lineup

Here's the team lineup for the Oct. 3 Fall Scramble at the Riverbend Golf Course. Shotgun start is 8:30 p.m.

Hole
#1 - McCreary, Geyer, Hoblet, Lance, Jackson, Gase, Smuts, Fuhrman.
#2 - Baker, Stauffer, Suelzer, Ketzler, Sopina, Closson, Gillaume, Kidd.
#3 - Murphy, Geise, Kroemer, Sparks, LaRue, Schmid, Graves, Kurz.
#4 - Fogle, Cauble, Baughman, Skinner, Bradtmueller, McBride, Sutton, Buckmaster.
#5 - North, Stiver, Rittenhouse, Motycka, Miller, Miller, Orr, Halsup.
#6 - Pettinger, Stokely, Scmahl, Moody, Baller, Coleman, Gerardent, Hadley.
#7 - Olwine, Windell, Corry, Martin, Wright, Wilson, Porter, Nelson.
#8 - Shafer, Rodenbeck, Steinbacher, Fisher, Payne, Vhen, Menzies, Glover.
#9 - Nevers, Trahin, Schoenherr, Gingrich, Gates, Jendrasey, Motycka, Davis.
#10 - Shafer, Jaquay, Stauffer, Murtaugh, Atkins, Sweers, Sodano, Kelsch.
#11 - Hyland, Schings, Hedin, Kuhmichel, Brehse, Thompson, Ross, Gerardot.
#12 - Cole, Mills, Rodgers, Badders, Shimer, Doepke, Banks, Guy.
#13 - DeGroff, Erxleben, Stark, Blair, Hensler, Lunnicutt, Slater, Rasmussene.
#14 - Phillips, Gottschalk, Reas, Patterson.
#15 - Bashelier, Sykes, Parlow, Macleod, Shaw, Stewart, Stauffer, Abel.
#16 - Wilson, Auld, Shinneman, Franklin, Lusderan, Fuller, Thatcher, Krauskopf.
#17 - Prinzbach, Boulton, Rash, Basler.
#18 - Pickett, Cobb, Johns, Thurber, Korte, Kennedy, Nelson, Elder.

Adlets

RIDE WANTED

FROM ST. JOE, IND. TO BROADWAY, 1st shift, ext.*2640, Anita.

FOR SALE

WOMEN'S SNOWMOBILE SUIT, size 7, \$35; Scott's spreader, \$10. 485-6974.

9 FT. WHEEL DISC, exc. cond., \$275. 897-2084.

'79 FORD CONV. VAN, best offer, 432-4569, after 5 p.m.

COVINGTON MEMORIAL GARDENS, two plots. 244-5427.

ALUMINUM STORM WINDOWS & SCREENS, 14, \$45. 432-1460.

HOUSE, north, 2 bdrms, 1-½ baths, lg. lvg rm., dng rm., att. garage, air, fenced yard. 432-4611.

BELL & HOWELL MOTION PICTURE PROJECTOR, \$35. 447-4066.

'84 RIVIERA, V8, w-svc contract. 627-5863.

ANTIQUES: rd oak ktchn tbl; oak chest of dwrs; repro fern stand; quilt stand. 632-4733.

'86 PROWLER 5TH WHEEL, 18', self-cont. 724-8011 after 5 p.m.

JONATHAN AND RED DELICIOUS APPLES, \$4 per bushel. 638-4375.

1952 PLYMOUTH SERVICE MANUAL, 747-5531.

CHRISTMAS NATIVITY FIGURES: buggy, playpen, potty chair, changing tbl, 447-2328.

STRAT-O-LOUNGER, excellent cond., \$450, after 5 p.m. 485-4215.

HOUSE, N.E., 5025 Hartford Dr., 2 story, 4 bdrm., fenced wooded lot, frpl, 2-½ baths, skylights, gas. 486-3466.

'72 ARTIC CAT "KITTY CAT" SNOWMOBILE, good cond., after 7 p.m. 432-6150.

FLOWER GIRL DRESS AND SHOES, pink, sz. 5, \$25. 485-4788.

CRAFTSMAN TABLE JIG SAW, w-stand, \$75. 485-5832.

GIRLS CLOTHES, szs. 10 & 12, good, all for \$50. 426-0850.

Final notice for HMO Reunion

Former Broadway Hermetic Motor Operation employees are reminded of the third annual reunion to be held Saturday, Nov. 7, at Goeglein's on Maysville Rd.

“A Time to Share” with a light buffet, starts at 7 p.m. There will be a cash bar. Music, raffle drawings, door

prizes and more will start at 9 p.m. and last till 11:30 p.m.

The cost is \$7.25 per person and advance reservations are necessary. To sign up, fill out the form accompanying this article. The form, along with check or money order, should be returned by Oct. 9.

3rd ANNUAL HMO REUNION COUPON

Enclosed is \$ _____ for _____ reservations (\$7.25 per person) for the 3rd annual HMO Reunion

Name _____

Phone _____

Spouse's/Guest's name _____

Make checks payable to Martha Musselman.

Mail to: Martha Musselman, 1300 Daly Dr., New Haven, IN 46774 or Sally Eichhorn, Building 4-4, or Ed Evans, ACSD.

Bingo, Potluck, Euchre schedule set

Bingo will be held on Oct. 10 at 7:30 p.m. in the Club.

The GE Pensioner Potluck will be Oct. 13 at 11:30 a.m. in the GE Club. Pensioners are asked to bring table

service and a covered dish. The last potluck of the year will be held on Dec. 8.

The Pensioner's Euchre Club will meet on Oct. 6, Nov. 3, and Dec. 1.

WANTED

DRY BARN OR GARAGE STORAGE, for one or more classic cars, will pay. 484-9424.

WOOD OR METAL TRAILER, 4' x 6' or 7'. 426-2102.

UTILITY TRAILER OR POP-UP CAMPER, under \$75, 426-2631.

ADDITIONAL INVESTORS, 1 or 2, to share cost only of stock market investment newsletters, 485-8546.

FOR RENT

HOUSE, 3 bdrms, furn., South Ft. Myers, Dec. on, screen porch, garage, 1-295-5115.

FREE

LOVEABLE MEDIUM SIZE MALE DOG, good pet, 672-8219.

GERMAN SHEPHERD, blk, 8 yrs old, w/doghse, good w/kids. 749-8627.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



Charlie Richardson, Building 4-B, shows his son Elgin a stator-part display on 4-5.

Open house

Continued from page 1.



Gisella Tassler, 6-3, takes a rest after clowning around all day.



Paul Doage and his son Billy look at a Broadway-produced DC motor inside an EZ-Go golf car.

Laura Szymborski: Friendship is a two-way street

For most people, moving to a new town, learning a new job, becoming involved in a new church, meeting new friends and buying a new car would be enough activity for a four month period.

But, in addition to all of those things, Laura Szymborski has managed to squeeze in three to four hours a week for something she feels is just as important.

The Motor Engineering recruit from the University of Wisconsin recently became one of nearly 300 area residents who are involved in Big Brothers/Big Sisters of Greater Fort Wayne. This organization matches youths ages 7-16 with adult volunteers who provide the young people with personal one-on-one attention and guidance.

Laura's "little sister," Dawn, is a fifth grader from Fort Wayne.

Together they bake cookies, go to the zoo, see movies, attend picnics and, sometimes, just talk.

"Our friendship is a two-way street," Laura said. "We both benefit from the companionship. It's neat to get things from a kid's perspective."

Laura and Dawn are in the adjustment stage of their relationship.

"It's like any new friendship—we're both being very careful," said Laura.

The more they see each other, the smoother it goes. Laura is learning more and more about Dawn's life. And Dawn is beginning to pick up on certain mannerisms of Laura's.

Volunteers chosen carefully

Big Brothers/Big Sisters is very careful to choose adult volunteers who can bring a positive influence on the child's life.

Each volunteer must go through a six- to eight-week screening process. During this time, BB/BS makes a thorough investigation of the volunteer and his/her past.

Most of the children come from single-parent homes. In Dawn's case, the mother and father live together but feel for various reasons that their daughter needs another adult companion outside the home.

Big Brothers/Big Sisters is always in need of adult volunteers who are enthused about bringing companionship to a young person in the area.

Men especially are needed. There are many spots open for people who would like to work with teenagers.

Big Brothers/Big Sisters offers a no-obligation orientation program each Monday evening at 7 p.m. and on the first Saturday of each month at 11 a.m. They are located at 2439 Fairfield. For more information, call 456-1600.

BB/BS depends on funds from United Way

Big Brothers/Big Sisters depends heavily on funding from the United Way of Allen County.

Last year the United Way contributed nearly \$100,000 to BB/BS.

Employees who pledge money to the United Way through the Employee Community Services Fund (ECSF) campaign will be helping Big Brothers/Big Sisters and 28 other non-profit organizations provide needed human services in this area.

The campaign will be held Oct. 5 thru Oct. 9.



Laura Szymborski helps Dawn add up her putt-putt score. Laura is Dawn's "big sister" through the Big Brothers/Big Sisters program.

Questions about the United Way answered

Employees considering a first-time contribution to the United Way or increasing their current weekly contribution through the Employee Community Services Fund (ECSF) campaign may like to know more about the organization. The following are some questions and answers which provide a greater understanding of the United Way of Allen County and its 29 affiliated agencies.

What is the Allen County United Way?

The United Way is an autonomous organization run by concerned and dedicated local volunteers and a well-trained staff. The money they raise in Allen County is used locally to help provide for human service needs.

How much of my donation goes to help people?

The United Way Campaign has a very low operating cost. In the Allen County area less than four cents of every dollar raised is needed to meet campaign expenses. Over 96 cents goes to meet human service needs.

Who benefits from this campaign?

Everyone in Allen County benefits, directly or indirectly. Services are available to all people. Agencies' "services to people" figures show that two of every three who live or work in the county are touched in meaningful ways by their services.

Why do some agencies charge fees for their services?

No one is denied services because they are unable to pay. However, by asking those to pay who are able, an agency can help more people.

Why do some agencies seek additional funds?

Only partial operating expenses are covered by the money raised in campaigns. Some agencies need to supplement their allocation with fees for services or memberships.

Why does the United Way have a year-round staff?

During the year, the United Way staff is necessary to disburse agency allotments, counsel with agencies, help plan for more effective service delivery, bill and collect pledges, prepare

and analyze operating budget data, prepare informative and educational materials, do the organization work necessary to conduct a successful annual fundraising drive and administer its programs.

Where does the money collected by the United Way go?

Allocations are granted on the basis of community need and the agency's ability to meet these needs. Sixty-four different program expenses within 29 agencies will be funded this year.

Who uses the agencies' services?

The services are available to all who live and work in Fort Wayne and Allen County regardless of ethnic or religious background or ability to pay.



GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

OCTOBER 8, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 37

Bussick: We've only begun to change

In this article, Motor Manufacturing Manager Don Bussick answers questions about the plants' performance in the third quarter and challenges for the future.

GE News: Don, how did we do in the third quarter?

Bussick: As usual for the third quarter, our return on sales (ROS) went down from the previous two quarters because of Vacation Shut-downs and inventory days. We incur costs (compensation, utilities, and others) for those days even though we're not producing motors.

On the positive side, however, our sales and ROS exceeded operating plan for the quarter. The sales increase was due, for the most part, to extremely good air-conditioner motor sales boost-

'The good news is that we are slightly ahead of our operating plan through the first nine months.'

ed by hot spring and summer temperatures.

Also on the positive side, the plants have held inventories consistently lower than our operating plan by more than \$10 million and 10 days. And our quality costs (scrap, rework, related costs) are lower than operating plan by around



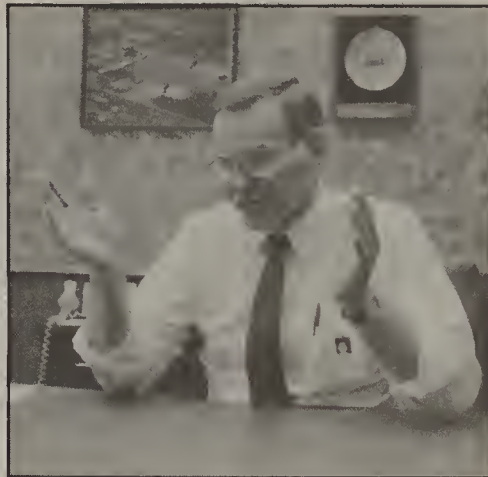
Don Bussick says it's extremely important for employees to learn to accept change in the business.

14 percent. I'm very pleased with our performance in these two areas.

However, labor productivity was not as good as we had planned, due in part to higher labor costs during the period.

Another problem we're having in the plants is that many of our investment programs are doing some time-sliding. When that happens, the timing of our savings slides too. We desperately need to get those programs in place to allow us to go "2-4-2" in 1987 and provide a firm foundation for the 1988 operating plan. Therefore, I've asked all of the plants to focus directly on improving their project execution.

GE News: How about our sales and ROS year-to-date?



Bussick: This is another good news/bad news story. The good news is that we are slightly ahead of our operating plan through the first nine months. The bad news is that, despite our positive performance against plan, Motors is still realizing a return far below normal business expectations and only slightly better than our unacceptable results of the past several years. We've got to do much better if we expect to be a viable part of GE in the future.

GE News: What are major concerns for us?

Bussick: We are extremely concerned about labor cost in the business. The much-discussed \$56 million wage gap between us and our largest competitor, Emerson, is the heaviest burden our business carries. Our future de-

pends on our collective ability to resolve that problem.

We've managed to offset a portion of this gap by utilizing our Mexican and Singapore facilities, where labor cost is much lower than it is domestically.

'The bad news is that Motors is still realizing a return far below normal business expectations.'

The problem now, however, is that our competitors are busy moving offshore also, making emigration alone an unsatisfactory solution for us. Emerson, for example, is significantly expanding a Monterrey, Mexico plant. The former Westinghouse plant in Juarez is now being utilized by A. O. Smith, which also has another motor plant in Acuna, Mexico.

I think every employee is aware that we must address our labor cost disadvantage if we're going to succeed as a business and provide jobs for our domestic production employees in the future.

Another issue that has been hurting our business for some time is low capacity utilization. Several of our plants are less than half full. On the other hand, we have some plants producing nearly 100% capacity or more.

Continued on page 4.

Diamond Power honors GE with 'Supplier of the Year Award'

Diamond Power Specialty Company, a maker of boiler cleaning equipment, has honored GE with its "Supplier of the Year Award."

The award—given to only three of the company's 350 suppliers—recognizes a variety of GE businesses for providing top-notch service over the past year. Diamond Power's GE purchases include motors primarily, along with some general purpose controls and transformers.

Criteria for the award included on-time delivery, total cost-savings and quality.

"GE is the first large company we have given this award to," said Diamond Power Purchasing Manager David Donville. He expressed surprise over the fact that a large company with multiple product offerings and transactions could maintain a service level as good as GE's.

Donville and Buyer Dave Leibrock came to Fort Wayne recently to per-

sonally thank people from the Sales staff, Engineering and Manufacturing for their collective support of Diamond Power.

Touring the Taylor Street plant, which makes motors for Diamond Power, Donville and Leibrock were able to see first-hand how a Self-Directed Workforce operates. Employees from the Manufacturing floor acted as tour guides and answered questions for the visitors.

"How do you feel about the Self-Directed Workforce concept," Donville asked Mike Mozzone, die repairman.

"Well, to tell you the truth, Dave, I can't say enough about it," Mozzone answered.

"Always before we used to say 'it's not my job' a lot. You don't hear that as much anymore. Now everybody is geared up to quality. They want their part to be the best possible."

Donville responded, "It's obvious how people like you can win an award like the one we've given you."



Annette Brooks, Taylor Street, explains to Diamond Power Purchasing Manager David Donville how she grinds shafts. Looking on are (from left) Tim Carey, Motor product engineer; Lou Klump, senior market and application engineer; and Dave Leibrock, Diamond Power buyer.

EAP counselor addresses myths

Marijuana is the drug of isolation

Marijuana. It's one of the least understood, and most often used, drugs in America.

While there are conflicting reports on its dangers, at least one thing is certain: marijuana is the drug of isolation.

"When people get high, the world passes them by," says Employee Assistance Program Counselor Dag Arnold. "They can't see how much they're cut off from people around them. They're shut off from what life really has to offer."

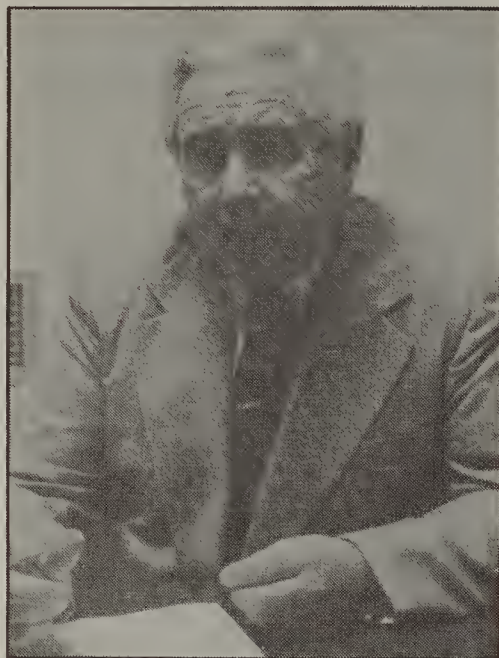
There are dozens of myths concerning marijuana and its effects on people. Many of these myths, says Arnold, suggest that it's OK to smoke "pot."

In this article, Arnold attempts to clear away the haze of misunderstanding about marijuana by addressing some of those myths.

"Although marijuana use isn't a problem in our businesses, it is important for people to understand its dangers and signs," he said.

Myth. Only a few hippies, radicals and artists smoke pot.

Fact. One in four Americans has tried pot, and it is estimated that there are 16 to 20 million frequent users.



EAP Counselor Dag Arnold says one in four Americans has tried marijuana.

Myth. Marijuana is a safe drug.

Fact. Pot has been linked to lung cancer, loss of short-term memory and slowed reaction times when driving. Heavy use depresses the immune system, which may make it hard to

fight off colds, flu and other viruses. It has been known to cause complications with pregnancy. Marijuana smoke has twice as much tar as cigarette smoke.

Myth. Marijuana makes people more creative and social.

Fact. Pot blunts emotions and can make users withdrawn and paranoid.

Myth. If parents don't smoke pot, their kids won't either.

Fact. If parents misuse any drug, including alcohol, their kids are more prone to drug dependency. But that doesn't suggest that the child won't use drugs if the parents don't.

Myth. Marijuana dependency is an individual problem.

Fact: Family members are affected also. Each one becomes isolated through avoiding fear, suspicion, anger and guilt that marijuana use causes.

Myth. Teachers would know if a student were dependent on marijuana.

Fact. The signs of dependence are often too subtle to spot—especially in its early stages.

Myth. Pot's not a problem at work: cocaine and alcohol are.

Fact. Marijuana use is more common than cocaine use—and harder to spot than a drinking problem on the job.

Myth. Marijuana isn't addictive.

Fact. People can become psychologically dependent on pot and have physical withdrawal symptoms after stopping heavy use.

Only a professional who understands chemical dependency can evaluate whether a person is dependent on pot. A mental health or medical professional can help the user and the family plan the right course for recovery.

"Dependency on marijuana or any drug can be a terribly lonely experience," said Arnold. "Getting help—seeking out someone to talk to—is the best way to get set free from this trap."

"That's why I'm here. I am a confidential source of help—whether you need it for yourself or for dealing with a friend or relative who you feel might have a drug or other problem."

Arnold can be reached on ext. 3671.

GE inventory days go down, dollars go up in 2nd quarter

Days of inventory on-hand throughout the GE Company in the second quarter of this year fell to 189 days from the 193-day figure for the second quarter of 1986, according to figures released by the Corporate Inventory Council. It was the lowest June 30 reading since comparable records were first kept, beginning in 1973.

Dollars of inventory for the second quarter stood at \$10.1 billion—an increase of \$2.3 billion over the same period a year ago. About two-thirds of the increase, however, can be attributed to an accounting re-evaluation of Aerospace and Defense inventory, while the other one-third resulted from a financial adjustment reflective of the new tax laws.

The Component Motor Operation (CMO) made a 28 percent reduction in inventory days compared to the same period last year, going from 93 days in the second quarter of 1986 to 67 days in the second quarter of 1987. Inventory dollars reported in the second quarter are down more than 19% from last year at this time.

Company wide, there was also an \$893-million savings in "inventory avoidance" compared to last year's second quarter, indicating that operations throughout the company are using assets more efficiently.

The second-quarter corporate inventory results were achieved while

sales increased 6%.

By year-end, the company is targeting an inventory level of \$8.6 billion.

Company "best performers"

The largest inventory declines came from Medical Systems, Aircraft Engines, and Aerospace and Defense.

Indicative of broad improvement in inventory performance, more businesses than ever made the "best performers" category, consisting of businesses that are ahead of last year's performance and also ahead of this year's plan. At this time last year, 29% of GE businesses were "best performers." This year, 47% made the grade.

Enhance competitiveness

The Inventory Council was organized last year to reduce inventories across the company, which had swollen to record levels. Longer term, the council seeks to enhance the company's competitiveness and strengthen job security—with inventory management being a key factor.

The council is coordinated by Corporate Engineering and Manufacturing, but is principally composed of representatives from some 30 GE businesses.

Employees can double college gifts through Corporate Alumnus Program

Employees and retirees of GE can double their contributions to colleges and universities through the Corporate Alumnus Program.

This program matches individual contributions of at least \$15, up to \$7,500, annually per eligible participant.

To be eligible for this program, an employee, retiree or their spouse or child must: be a recognized alumnus or alumna of the school; hold an honorary degree from the institution; be a current student; or serve or have served as a trustee of the governing board of the school.

Employees interested in participating should request copies of the match-

ing gift form, which provides full details and instructions. These forms are available from Gloria Smith, Building 18-3, or ACSD Employee Relations.

Tax deductible

Individual contributions generally are deductible for Federal Income Tax purposes.

In addition, the State of Indiana allows taxpayers to apply part of their contributions to universities and colleges in Indiana as a credit against their state income taxes. The limits on these credits are \$100 for a single taxpayer and \$200 for persons filing joint income tax returns.

GE Club election ballots to be returned by Oct. 30

Ballots for the GE Club officers election should be mailed to the address listed on the ballot by Oct. 30.

Henry Helberg, candidate for vice

president, and Lois Perrine, candidate for secretary are both uncontested. However, employees may still "write in" another candidate if they wish to do so.

GE Club Ballot

Vice President —

☐ Henry Helberg

☐ write-in candidate _____

Secretary —

☐ Lois Perrine

☐ write-in candidate _____

Mail or drop off at East Broadway gate by Oct. 30.

The address is: Ballot, 18-1, GE, P.O. Box 2204, Fort Wayne, IN 46801.

Payroll Deduction still available through Fort Wayne National

Motor and Transformer employees are reminded that they may have portions of their pay deducted for deposit into a Fort Wayne National Bank account.

Payroll deductions may be designated for deposit into a savings or checking account. There is a special arrangement for making loan pay-

ments as well.

Payroll deduction is available to employees who currently have Fort Wayne National accounts and those who wish to open an account.

Employees who would like to participate in payroll deduction should sign up at the Building 21 branch.

GE Club Table Tennis league forming

The GE Table Tennis league is re-forming for the 1987-'88 season.

You do not have to be a star to enjoy the game. There are openings for all skill levels.

The league meets at 5-6 p.m. on Tuesdays and Thursdays in the Club. Members are generally scheduled to

play once a week, with some open play available on the alternate days.

Practice sessions are scheduled for Oct. 8, 13 and 15. Sign up at one of the practice sessions. All you need is a pair of gym shoes, or rent a pair of shoes at the Club.

For questions, call Phil Herrick, ext. 2062, or Dale Yoder, 3212.



Members of the winning team of the GE Golf League playoffs are ACSD employees (from left) Bill Copeland, Jan Medaugh, Dave Rasaweher, Denny Thieme and Fred Shinneman. Playoff results will appear in next week's GE News.

Adlets

RIDE WANTED

ST. JOE, IN TO BDWY., 1st shift, ext. 2640, Anita.

FOR SALE

FIREPLACE STOVE, 50,000 BTU/hr, brk. lined, \$75, 637-3757 after 5.

DIRT BIKE, Suzuki 100 cc, good cond., 627-8219.

GRAVELY SNOW BLOWER; snow dozer; rotary plow, 747-3311.

FIREPLACE, freestanding, new, \$200, 744-4808.

CROOKED LAKE COTTAGE, easement, nice, \$24,000, 432-3305.

'84 TURISMO, sunrf, 4 spd, am/fm tape, good cond., \$3,700, 485-9203.

FROSTLESS REFRIGERATOR, w/ice mkr, 18 cu. ft., ex. cond., 447-3140.

KENMORE WASHER & DRYER, ex. cond., \$200, 423-4323.

BLACK BUCKET SEATS, for '72 Pontiac Lemans, 436-2320.

'82 DELTA 88, pwr seats, wndws, locks, deisel, 69,000 mi., ex. cond., \$3,500, 486-4693.

ROOM AIR CONDITIONER, Kelvinator, \$50, 483-7278.

MOBILE HOME, '85 Skyline, 3 bedrm, cent. air, 10'x30' prch awning, \$15,500, 219-728-2160.

FLORIDA MOBILE HOME, w/land, Ft. Myers, 1-693-3879.

'78 FORD LTD II, 4 dr, top cond., air, radio, cruise, 1 ownr, 432-2960.

FURNITURE, couch, tbls & lamps; bkcases; rockr; braid rug; micro; 432-2129.

MARINER SPEED BOAT, 15 ft., 40 hp, elect. mtr, trlr & cover, 432-3721.

JONATHAN & RED DELICIOUS APPLES, \$4 bu., 219-638-4375.

10 SPEED BIKE; GE 8-trk am/fm streeo; Reese Hitch r.v., 484-2888.

ONE OWNER HOME, nrth, lr, dr, 1-1/2 bath, 2 bdrms, garage, more, 432-4611.

'86 PROWLER 5TH WHEEL, 18', self-cont., 219-724-8011 after 5.

'79 HONDA CIVIC, recond. eng., \$1,300, 432-8109.

RABBITS, ready to fry, about 1 3/4 pd. dressed weight, 747-7007.

EXERCISE BIKE, never used, half price, 219-244-3187.

COCKTAIL TABLE, from Habegger Furn., \$75, 426-3270 after 9 a.m.

'79 DODGE CUSTOM VAN, 63,000 mi., ex. cond., 483-1426.

FLOURESCENT DESK LAMP, \$20, 447-4066.

GARAGE SALE, Oct. 16, 17, 18, brass bed, wicker swing & more, 3821 Oakhurst Dr.

BLACK PATENT SHOES, for sq. dance or clogging, ladies 7 1/2, \$8, 432-5764.

SERVICE

CONCRETE CONST., basement repair, new work, 456-1187.

KC & COMPANY BAND, dances, parties, conventions, etc., 489-3704.

BUILDER, decks, kitchens, baths, drywall, more, 20 yrs exp., 426-0850.

CONTINUOUS GUTTER & SIDING, free est., 627-2429.

Elex calendar

OCTOBER

- 12 Elex Style Show, GE Club Auditorium, 4:45 p.m.
- 13 Knit Class cont., GE Club, 6:30-8:30 p.m.
Paint Class, "Grandpa's Farm," 18-1 CR, 6-9 p.m., \$22.50
- 14 Pen El Social Mtg, Bethany Church, 11:30 a.m.
- 22 Honorettes Executive Bd. Mtg, Hall's Guest House, 11:30 a.m.
- 24 Elex Auditorium Sale, GE Club.
- 26 Honorettes Mtg, Salem United Church, 1 p.m.
- 27 Elex Board Mtg, 4:45 p.m., Elex Office.
Elex Committee Mtg., 7:30 p.m., Bldg. 18-1, CR.
- 29 Quilted Christmas tree skirt, first class, GE Club, upstairs, 7-8:30 p.m.

NOVEMBER

- 3 Partizan Board Mtg, 11:30 a.m., Atz, Tillman Rd.

FREE

MEDIUM SIZE MALE DOG, loveable, blk & tan, 627-8219.

Club golf league champs

WOMEN'S LEAGUE

Murtaugh, Stauffer.

MONDAY (Brookwood)

King, Osbun, Hagadorn, Hahn, Reidenbach, Gerardot.

COLONIAL OAKS

Closson, M. Witzigreuter, Guillaume, J. Witzigreuter, Lauterberg, Gill.

TUESDAY (Brookwood)

Coffee, DeGroff, Littlefield, Stewart, Blackburn, Haggenjos, Stark, Vhen, Ledbetter.

ACSD (National)

Merker, Giltner, Burns, Collins, Stephans, Campbell, Worthington.

ACSD (American)

Shinneman, Medaugh, Rasaweher, Copeland, Thieme.

THURSDAY (Foster)

Bradtmueller, McBride.

HI-PAR

Spilker, Linkous, Rang, Langdon, Warwick.

W. BROADWAY (Foster)

Cobb, Johns, Pickett, Closson.

WANTED

GARAGE TO RENT, reasonable, 456-1369.

LIONEL & AMERICAN FLYER TRAINS, any cond., 1-724-8011.

3/4 HPELECT. MOTOR, single phase, 432-9147.

SPEECH SYNTHESIZER, for Texas Inst. computer (T199), 456-4982.

FOUND

TREE PIN, found at Broadway Openhouse, Anita, 2640.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

In memory

Harold R. Berkey, 3556 Forrest Ave., died Sept. 28. He retired from GE in 1961.

Robert J. Duras, 1005 W. Lexington, died Sept. 29. He retired from GE in 1974.

Bussick

Continued from page 1.

This imbalance creates problems, because plants which are over-or under-utilized do not operate at optimum efficiency.

One paradox in the business at the moment is the fact that some hermetic motor product lines are running near or above capacity. This is explained by a temporary bubble in the demand for hermetics due to a variety of unusual market happenings. The long-term outlook for these products, however, is weak.

Our fan motor plants, which serve some of the same products—central and room air-conditioners—are experiencing a downturn in volume. It looks as though it will be about three months before the demand for fan motors picks up again.

We're also being affected now by rapid materials inflation. Our costs for copper and aluminum are running 30 to 35 percent higher than they were at the beginning of the year, and 12 percent over the amount the Motor Business had anticipated for 1987.

Steel prices are also on the rise. This doesn't have an immediate impact on us, because we've contracted this year's steel at a lower price than the current market price. However, it's starting to look as though we're going to have price inflation for steel in 1988. Materials price inflation, without price or productivity recovery, will have a very damaging effect on our results.

'The much-discussed \$56 million wage gap between us and our largest competitor, Emerson, is the heaviest burden our business carries.'

GE News: What are we doing about these concerns?

Bussick: As you might recall, I said earlier this year that we would be initiating some actions regarding both our labor-cost disadvantage and over-capacity problems. We are close to discussing these issues with employees throughout the department.

A number of measures are being taken in the materials cost area, several of which could provide both short and long-term relief.

GE News: How does it look for our business going into 1988?

Bussick: We are in the process of putting together the operating plan for 1988. Unfortunately, that plan says that we will build somewhat fewer motors next year than this year. The primary reason, at least from a

planning standpoint, is that we can't count on Mother Nature to repeat the favorable spring and summer temperatures we had this year to boost air-conditioner sales.

If we do have that kind of weather again: terrific! But for now we must look at every possible way to reduce our costs in the plants in order to make up for anticipated lower volume in 1988.

GE News: What can we as individuals do to help?

Bussick: The absolute most important thing employees can do is learn to accept change. Over the past couple of years, people in this business have shown increasing willingness to do just that. Employees have cooperated in addressing many of our cost issues through implementation of the Self-Directed Workforce and Statistical

Process Control, and they have adapted to many other changes. But I would suggest that change is just beginning. There is so much more to do to put our business in a world-class competitive position. Our job ahead is not just to meet competition; it is to beat competition.

Our marketplace has not been allowing us to regain our inflated costs through higher prices. Therefore, the only option is to regain our margins through cost takeout. And this requires more drastic change. Some of the changes we must make are unprecedented in our business. Such change is driven by cut-throat world competition.

In the coming months we're going to see all sorts of additional and continuing change, such as product line shifts, factory rearrangements, improved systems, organizational structure changes and other more significant restructuring of our facilities and reward systems. Every area of our business will be under attack to cut cost, and that means we'll change.

The process of change is not easy. It can be disruptive and cause high levels of anxiety. But we can experience positive results from change. Our business is in a critical period. The extent to which we reduce our costs and adapt to the needs of our customers will determine our long-term business viability and the extent to which our jobs are good, secure GE jobs.

David Erdman nominated for Steinmetz Award

David Erdman, senior development engineer—electronics, was honored recently as Motors' nominee for the coveted Charles P. Steinmetz Award.

The purpose of the award is to reward and recognize GE engineers and scientists for outstanding contributions to the Company and to society.

Erdman is one of only a few Motor engineers who have been active in the

Electronically Commutated Motor (ECM) technology from its beginning.

A graduate of the University of Wisconsin with a Master's degree from Purdue University, Erdman has achieved 14 issued patents and won the "Inventors Gold Medal" and a Managerial award in 1982.

He has been with GE for 22 years.

Six winners

Six GE engineers in fields ranging from medical diagnostics to glass-

manufacturing technology were named winners of the Steinmetz Awards. The honorees include GE employees from the U.S., Japan, and the Netherlands.

GE made a \$10,000 contribution in each winner's name to the college of his or her choice, for the express purpose of furthering education in the fields of engineering and science. More than \$400,000 has been contributed by GE to colleges and universities as part of the Steinmetz Award program.

Also, each winner received an award of GE stock and a silver medal.

This year's Steinmetz Award winners are:

- Prof. Dr. Jan Bussink, Plastics, for his exceptional contributions to GE's world leadership in high-performance engineering plastics. His \$10,000 grant will be awarded to Rijksuniversiteit Groningen in the Netherlands.

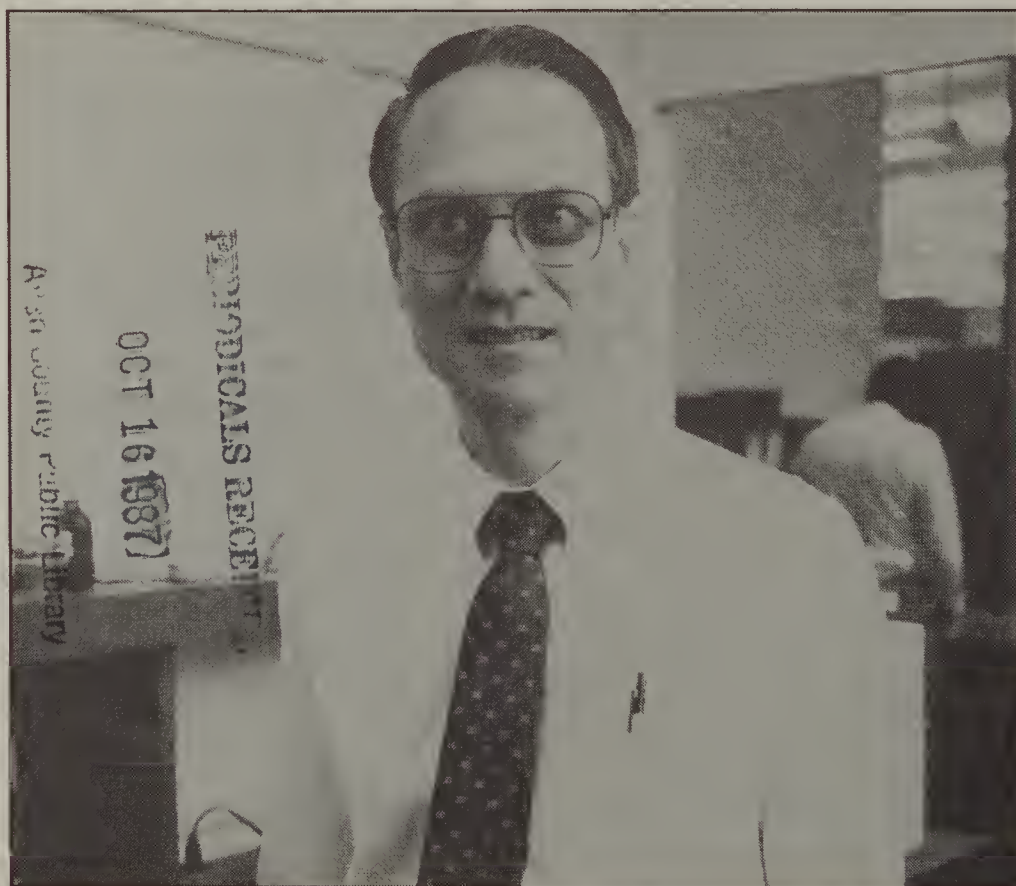
- James N. Edmondson, Lighting, for his wide-ranging innovations in the manufacture of lamps for GE's lighting business. He is responsible for dramatic improvements in quality and productivity that have helped give GE the edge in an era of intensified world competition. His grant will go to Wilson College in Chambersburg, Pa.

- Albert Feller, RCA Aerospace and Defense, for his creative contributions to integrated-circuit technology that established RCA/GE as a world leader in electronic systems. His grant will go to the University of Pennsylvania in Philadelphia.

- Shinichi Kawase, Medical Systems, for innovations that have opened new world markets to GE's medical-diagnostic products. His \$10,000 grant will go to the University of Tokyo.

- Dr. Leroy H. Smith Jr., Aircraft Engines, for his many pioneering fan and compressor designs that have spurred GE's leadership in aircraft engine technology. His grant will go to Johns Hopkins University's School of Engineering in Baltimore.

Charles P. Steinmetz is the GE electrical engineer whose mathematical genius helped shape the electrical industry in its early years.



David Erdman was nominated for the Steinmetz Award.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE, IN 46801



General Electric News

OCTOBER 16, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 38

GENERAL PERIODICALS
NON-CIRCULATING

Holland, Decatur plants to close in 1988

Motors, STO act to strengthen competitive position for 1990's; discussion on compensation to begin

The Motor Business and Specialty Transformer Operation announced yesterday actions intended to put both businesses in a strong competitive position for the 1990's. The actions are the opening of discussions to reduce compensation costs at 10 plants, including the Fort Wayne Motor and Transformer plants, and the closing of two motor plants in late 1988 in order to reduce excess production capacity.

Motor Business Vice President David Genever-Watling said that reduced compensation is essential to make the business fully competitive with other domestic motor manufacturers and to improve the job security of employees. Because GE Motor competitors all have substantially lower wage costs, they currently have a significant wage advantage over GE.

"The Motor Business has implemented many programs over the last five years to reduce costs, and substantial investments have been made to improve our products, equipment, and facilities," Genever-Watling said. "However, the wage difference remains. We must act to correct the problem. These discussions will give us the opportunity to help solve the business' problems at the local plant level. This is a strategic action to make sure the Motor Business will be competitive in the 1990's and to improve the job security of our employees."

STO cost issues

Specialty Transformer Operation Manager Dan Lovinger explained that STO's cost issues are very similar to those of the Motor Business. "We have taken many actions to reduce cost, including significant reductions in the salaried workforce. However, we are competing against companies whose operations are located in low-wage areas of the U.S. And many are expanding their production off-shore, which gives them the advantage of labor costs far below what our hourly employees make here in Fort Wayne. Unless we correct our labor-cost disadvantage, our future is shaky. Therefore, we too will participate in discussions to reduce our hourly labor cost."

At all-employee meetings held yesterday, Fort Wayne Motor Operations Manager Pat Palmisano, Wire Mill Manager Jack Reith and Lovinger said that the discussions between the company and the unions will focus on what can and must be done to give the



Motor Business Vice President David Genever-Watling explains that reduced compensation is essential to make the business competitive with other domestic motor manufacturers and to improve the job security of employees.

businesses a chance for long-term success—and to give each employee the chance to improve job security here in Fort Wayne.

Palmisano described a series of plant consolidations, organization changes, investments, cost reductions and other programs implemented at Motor Business plants over the last five years. "These forceful actions have helped improve the competitiveness of our business," he said. "Nevertheless, competition continues to strengthen. We need to take additional actions to reduce costs and improve performance in order to be competitive in the 1990's. If we don't, our jobs will be in jeopardy," Palmisano stated.

Palmisano told employees that the only major area of cost improvement opportunity that has not been directly addressed is compensation for hourly and nonexempt employees. "Earlier this year, David Genever-Watling communicated to employees and managers at all motor plants that this subject—sensitive as it is—had to be addressed to make sure this business

would be competitive in the 1990's. He also promised employees that they would have an opportunity to provide input to these important decisions," he pointed out.

Discussions will be initiated with the local union bargaining committees on the subject of ways to improve the competitiveness of each local plant's pay and work practices.

"Negotiations are a necessary and important process to address issues that affect our competitiveness and job security. Our objective is to restore our business to health, provide good jobs for our employees and continue to be one of the key GE businesses of the 1990's," Palmisano concluded.

Decatur, Holland to close

In yesterday's announcement, Genever-Watling said that the Holland, Mich., hermetic motor plant and the Decatur, Ind., commercial motor plant will be closed in late 1988. Competitive pressures and depressed markets combined to create significant excess

manufacturing capacity for these two product lines. Production for Holland and Decatur products will be consolidated at existing Motor Business plants in Scottsville, Ky; Singapore; Fort Wayne, Ind; and Juarez, Mexico.

The Holland and Decatur plants employ about 500 people. The company expects that the Holland and Decatur plants won't actually close for more than 12 months. Eligible employees will receive substantial closing benefits in accordance with the provisions of the company's benefit plans.

Benefits include:

- Lump-sum severance pay of up to two weeks' pay for each year of service;
- Company-paid medical, dental, and life insurance coverage for one year following the closing;
- Special pension vesting and payment entitlements;
- Early access to company matching payments in the employee savings plan.

Employment and retraining assistance programs will be provided to help employees prepare for new occupations. Preferential hiring benefits will be available at other GE locations in the Midwest, including up to 200 positions anticipated to be available in Fort Wayne as motor production is consolidated here.

Eligible long-service employees age 50 and over may elect to receive special continued severance pay which provides income payments of up to one-half of monthly pay until the individual is eligible for full pension benefits at age 60.

'This is a strategic action to make sure the Motor Business will be competitive in the 1990's and to improve the job security of our employees.'

David Genever-Watling

Deadline Jan. 15

STAR, ACE programs offer awards to sons, daughters of GE people

As the 1987 winners of the GE Foundation's "STAR" and "ACE" Programs hit the books at schools of higher learning across the nation, the search has begun for the "STARS" and "ACES" of 1988.

The "STAR" (Student and Teacher Achievement and Recognition) and "ACE" (Award for Career Education) Programs continue to provide awards to high-achieving sons and daughters of GE employees and retirees, and to recognize teachers from the high schools attended by the award winners.

No change in provisions

No changes have been made this year in any of the provisions of either program. Under the "STAR" Program,

up to 100 winners will be selected to receive awards of \$1,000 each, and an additional \$500 will be contributed to each of their high schools. Under the "ACE" Program, up to 100 winners will be selected and they will receive \$500 each, with an additional \$250 going to their high schools. Each winner will be asked to select a favorite teacher to suggest the use of the Foundation grant to the school. Winners in both programs will be selected by the Citizens' Scholarship Foundation of America (CSFA).

"STAR" applicants must be seniors in public, private, or parochial high schools planning to enroll in a full-time undergraduate course of study at an accredited four-year college or university. "ACE" applicants must be

high school seniors or graduates of less than one year who plan to enroll in a full-time course of study at an accredited post-secondary two-or-three-year community college, junior college, hospital school of nursing, vocational, trade or technical school.

Dependent children of full-time employees, or children of those who retired directly from GE or its majority-owned domestic affiliates (plus GE Canada), are eligible to compete in either program. Also eligible are dependent children of full-time employees absent with protected service, as well as children of employees who died while in active service with GE, or after retiring directly from the company.

The deadline for submitting appli-

cations to CSFA is Jan. 15, 1988. All entrants will be notified by CSFA of the results of the competitions on or about April 15. The maximum number of winners in each program will be 100; the actual number will depend on the number of qualified applications. Winners in both programs must use their awards toward their educational expenses during their first year of post-secondary training.

Brochures available

Motor and Transformer employees may pick up brochures, which include application forms and complete details on both programs, from Gloria Smith in Building 18-3.

Adlets

FOR SALE

'82 HONDA ACCORD, 3 dr. 5 sp. air, new tires, am/fm, \$4,500, 744-1795.
BLACK BUCKET SEATS, for '72 Lemans, 1 like new/other small tear, 436-2320.
17 FT. BOAT, 65 hp Evinrude, new top & trailer, \$1,500, 447-0044.
BOTTLE COLLECTION; car ramps, 2 cots; queen sz. bedsprd, 744-5669.
DWARF NETHERLAND BUNNIES, excellent. pets, 747-7007.
BLACK NOSE-PROTECTOR, for Fiero, \$50, 486-2797.
'86 CUTLAS SALON, v-8, all power, 19,000 mi. under warranty, 493-6019.
MEN'S SUEDE COAT, med.; ladies' suede coat, small, lined, 489-3310.
GARAGE SALE, Oct. 15, 16, 17, call 484-2888 for info.
COATS, sz. 14 Misty Harbor, Nobbson, excellent cond., \$25 each. 693-2351.
NEW WINTER COATS, Sz. 14; 1 new pr. men's boots, sz. 8, 744-6615.
'78 DODGE ASPEN, 6 cyl., 4 sp., runs good, rust, \$500, 1-238-4645 after 6 p.m.
CRESS KILN; shelves; pallet; paints, 693-9604 after 6 p.m.
VEGAS WORLD VACATION, 3 days, 2 nights, \$296 per couple, 396-2326.
'82 CHEVETTE, 4 dr., auto trans., low mi., \$2,100, 422-5979.
APPLES, Jonathan & Red Delicious, \$4 per bu., 1-638-4375.
PAIR OF TABLE LAMPS, 745-5244.
'82 TERRY TRAVEL TRAILER, 28', slps. 6, like new, 657-5681.
AVON LADY'S GARAGE SALE; Oct. 15 & 16, pickup trk.; stereo; 2417 Clara Ave.

ALUMINUM BOAT, 12 ft., motor, very good cond., \$350, 447-2280.
ANTIQUES, oak table, walnut sewing rocker, more., 632-4733.
'78 CHEVY IMPALA, 4 dr., v-8, nice, \$1,500, 432-2891.
'74 PLYMOUTH, 4 dr., needs thr-out brg., 1 ownr., \$100, 1-639-3404.
REFRIGERATOR; washer; dryer; wall gas furn; sinks; misc., 489-3844.
SNOWMOBILE SUITS, girls sz. 14, adult small sz., \$15 each, 447-5207.
8 SNOW TIRE CHAINS, like new, \$10, 447-4066.

Visit the Hy-Test Shoemobile

Oct. 26, 27, 28 & 29

- 26 — Taylor Street Plant, Noon to 4 p.m.
- 27 — Taylor Street Plant, 6 a.m. to 4 p.m.
- 28 — Broadway West, 6 a.m. to 4 p.m.
- 29 — Broadway East, 6 a.m. to 4 p.m.

CROOKED LAKE COTTAGE, nice, on easement, 432-3305.
52" CEILING FAN, \$40; ping-pong tbl., \$40, 627-3447.
OFFICE DESKS, \$80, \$100; 14 ft. sp. boat, \$250 or best offer, 493-1240.
THOMPSON'S WATER SEAL, 3 gal., \$15, 432-0731.
LADIES' CLOTHES, sz. 18-20, slacks, shoes (9m), dresses other, 432-4611.
TIFFANY CHANDELIER, green, w/companion swag, great cond., \$130, 749-8445.
SUZUKI DIRT BIKE, 100 cc, good oper. cond., \$225, 627-8219.

'70 PONTIAC CATALINA, 98,000 mi., 484-5979.
1980 MONZA, 48,200 mi., 4 cyl., am/fm, 4 sp manual, \$1,550, 747-5461.
'74 MERCURY CAPRI, high-school car, 6 cyl., std., best offer, \$486-3681.
25" COLOR TV CONSOLE; 2 keybrd. organ; Cub Scout shirt sz. 8, 489-3755.
DESK & CHAIR, Sears, \$50, '79 Pinto parts, 749-0159.
FREE-STANDING STOVE, w/dbl. pipe, 3 yrs. old, now in use, \$200, 482-9306.
19" COLOR TV, needs plastic gear in tuner, stand, \$5, 1-691-3626.
DINING OUTFIT, maple, 7 pc.; Baldwin Organ, 637-5741.
GRAVELY SNOW BLOWER, snow dozer, rotary plow, 747-3311.
8 FT. CAMPER, slps. 4, good cond., \$400 or best offer, 456-6257.
'83 FORD ESCORT, 2 dr. htch., 5 sp., ps, pb, 749-2709 after 4:30 p.m.
TIRES, 4 Dayton Quadra XTZ, p215-75 r14 m/s w/s good used, 489-5670.

WANTED

NEED GARAGE TO RENT, dry, clean, reasonable, 456-1369.
NEWBORN BABY ACCESSORIES, unisex clothing, 489-5922 after 5 p.m.
NANCY DREW BOOKS, 486-4529.
SNOW BLOWER, Toro preferred, elect. start, 483-0318.

LIONEL & AMERICAN FLYER TRAINS, any cond., 1-724-8011.
WINTER STORAGE, for 21' motor home, reasonable, 432-2734.
CARPENTER, to build shelves, 424-2973 after 5 p.m.

SERVICE

CONCRETE CONSTRUCTION, basement repair, new work, 456-1187.
CARPET BINDING & FRINGING, throw rugs made, 744-1755.
SWEETCAKES THE MAGIC CLOWN SHOW, all ages, gifts & more, 745-1545.
CONTINUOUS GUTTER & SIDING, free est. 627-2429.

FOR RENT

WINTER STORAGE SPACE, for boats/cars, Oct.-May, Decatur, \$50, 1-724-7933.

FREE

2 KITTENS, 6-8 wks., 1 male, 1 female, 1 mother, 639-3119 after 5 p.m.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

Club bingo set

Bingo will be played in the GE Club on Saturday, Nov. 14, beginning at 7:30 p.m. in the GE Club.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

OCTOBER 22, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 39

Business team demonstrates ready, aim, fire approach

GENERAL PERIODICALS
NON-CIRCULATING

New commercial market strategy has sharper focus

Editor's note: The Commercial business team is one of five Motors teams which were formed early this year to provide focus and direction for the business' efforts in specific markets. Other teams focus on the Appliance, Automotive, Commercial, Heating/Air-conditioning and Industrial markets. Each team is led by a program general manager and is made up of senior representatives from Marketing, Engineering, Manufacturing, Finance and Legal.

Imagine trying to implement more than 80 business programs simultaneously. That's what Motors was attempting to do in the commercial market before the Commercial business team got its hands on the problem.

The commercial market for motors is made up of nearly 200 significant customers with a variety of product and service needs. Motors' 80-plus commercial programs were an accumulation of attempts to serve all of those needs adequately.

"It got to the point where the process was clearly out of control," said Roshan Chhabra, program general manager of the Commercial team. "We had a huge basket of programs and not enough people, time or funding to implement them all."

What was needed, he said, was a carefully focused strategy that defines exactly which segments of the commercial market Motors should serve, and a doable list of programs to serve them.

The Commercial team developed such a strategy. It consists of ten key programs aimed at a select list of solid business opportunities.

"The Commercial team didn't arrive at its strategy by just cutting programs," said Vice President David Genever-Watling. "They spent a great deal of time and effort hashing out the pluses and minuses of each potential commercial opportunity. They demonstrated a mastery of the 'ready, aim, fire' approach to business planning."

Ready

First, the team conducted an in-depth study of all segments within the commercial market. From this study, they identified a list of segments which they determined would offer the best business opportunities for Motors.

Ranking high on the list, for example, was the distribution segment.

"Up till now, the business hasn't focused a great deal of its resources on distribution. Thus, we have plenty of room to grow in this segment," says



Members of the Commercial business team are (from left standing) Mike Litch, representing Engineering; Tim Hinkfuss, Legal; Jon Dreier, Finance; (seated from left) Ed Schenck, Manufacturing; Roshan Chhabra, program general manager; Greg Skene, Marketing; and Ray Watkins, Manufacturing (inventory). Dick Schwartz (top right), represents Distribution Marketing and Dave Wang, represents Manufacturing Engineering.

Dick Schwartz, the Distribution Marketing representative on the team.

Another reason distribution was identified as an attractive venture is that margins for distribution products are typically very good—prices are somewhat stronger, and motors can be standardized for high-volume, low-cost production.

Aim

Next, the team made a list of strengths the business would need to possess in order to best serve the attractive market segments.

Serving distribution, for example, would require:

- a network of large, strong distributors;
- a broad product offering, from fractional horsepower to large industrial motors;
- an adequate and efficient stock level to be responsive to distributors' needs;
- top-notch customer service;
- sales promotion tools such as brochures to help distributors sell GE motors to their customers.
- and cost-effective production, (e.g. utilizing those plant production facilities which have the most competitive cost structure.)

The team then evaluated Motors' current strengths to see how well they fared against the list of requirements.

Here's how they rated the business

against the distribution criteria:

- a network of large, strong distributors—yes;
- a broad product offering—yes;
- an adequate and efficient stock level—needs improvement;
- top-notch customer service—yes, but room for improvement;
- sales promotion tools—nonexistent;
- cost-effective production—limited.

Fire

It its next phase, the team established priorities and allocated resources to attack the "needs-improvements and nonexistents."

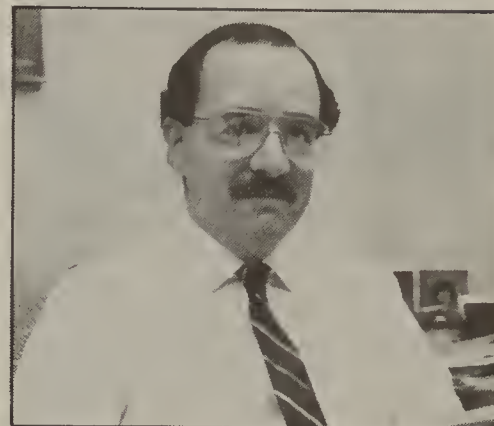
They took a number of measures, for example, to improve the business' distribution stock level.

"The first thing we did was make stock replenishment high priority in our plants," said Ed Schenck, Manufacturing representative on the team.

In the past, he noted, producing stock motors played second fiddle to producing motors for original equipment manufacturers (OEMs). Plants used stock production to help balance their load.

"That's changing. Stock replenishment will be equal priority along with our OEM production. Our goal is to do both with 100% promises kept," Schenck said.

The team assigned Ray Watkins to focus specifically on inventory control. His job is to make sure the inventory forecast is in line with the sales forecast.



"We have to keep 'just enough' motors and materials in stock to serve our distributors. Anything beyond 'just enough' represents additional cost," said Watkins.

The business team also initiated an intensive effort to reduce cycles, from order to shipment.

"Shorter cycles are necessary so that we can be responsive to our customers' changing needs," said Schenck.

Employees in the plants are seeing the emphasis on shorter cycles in the form of area rearrangements, conveyor removals, material standardization and other actions.

Responsiveness

A key characteristic of any business team is its quick responsiveness to customers' needs. Here's an example:

Greg Skene, Marketing representative on the commercial team, recently received a call from a field sales engineer. A major pump customer had exceeded his sales forecast and needed a motor shipment as soon as possible.

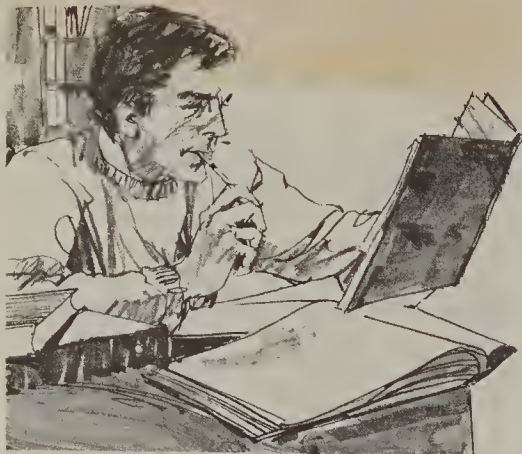
Skene, Chhabra and Schenck defined the critical attack plan to meet the customer's demand. Schenck called the plant manager to see if he could fit the order into his schedule. The plant manager checked with his people and found out that it could be done. The customer was notified on the same day of his request.

"That's quick turnaround, and that's

Continued on page 4.

Withdrawal of DPA funds now allowed for home purchase, educational expenses

GE recently announced that pending the issuance of tax regulations, participants in the Savings & Security Program's Deferred Pay Account can now withdraw their own contri-



butions from DPA to purchase or build a primary residence or to pay for educational expenses.

When DPA was first introduced in March 1984, tax rules limited withdrawals of deferred-pay savings to two cases: when you leave the company, or when you have a financial hardship under certain conditions.

On July 1, 1985, the Savings & Security Program was amended to provide "enabling language" allowing withdrawals from DPA for educational expenses or to purchase or build a primary residence if permitted by the Tax Code or regulations.

According to Tom Burns, GE's manager of Corporate Employee Benefits, the company decided to permit withdrawals for primary residence or educational expenses "in view of the

prolonged delay in publication of final tax regulations and after consideration of the best information available on the Internal Revenue Service's interpretation of the withdrawal requirements."

Burns cautions, however, that the long-awaited IRS regulations may or may not permit future withdrawals from Deferred Pay for primary residence or educational expenses.

Give careful consideration

"S&SP participants who may be thinking of using the Deferred Pay Option to save for those purposes should give careful consideration to their decision before doing so," he said.

Before DPA funds can be withdrawn, funds must first be withdrawn from employee contributions and other retirement option credits, followed by Deferred Pay credits for the balance of the amount withdrawn.

Amounts withdrawn from DPA will be subject fully to federal income tax and, in most cases, to a 10% additional tax imposed by the Tax Reform Act of 1986.



Thirsty Horde wins softball tourney

Pictured above are members of the "Thirsty Horde" softball team which recently won the GE Softball League post season tournament. Pictured are (from left): Dan Wise, Specialty Transformer; Andy Gump, retired; Jim Stewart, Bldg. 31-2; Mike Henry, Bldg. 31-2; Chris Reid, Bldg. 31-2; Dan Lambert, Bldg. 31-2; Gene Edwards, Bldg. 4-6; Doug Imbody, Bldg. 18-4; Bill Freiburger, Bldg. 31-2; Jack Vickerman, Bldg. 31-1; Jerry Hoddy, Bldg. 31-2; Mike Muller, Bldg. 4-5; and Kermit Hoffman, Taylor St. Members not pictured are Mike Windell, Bldg. 31-1; Greg Delaney, Bldg. 31-1; Tim Guzek, Bldg. 4-2; and Morris Littlefield, Taylor St. This marks the fifth straight year that the Horde has won either the regular season or post season championship.

Facts about Deferred Pay

Here is a brief summary of how the Deferred Pay Account works. The GE benefits booklets give more details.

- Plans of this type are authorized by the federal government to encourage employees to accumulate retirement income. It does this by providing a legal tax shelter for current earnings.

- Deferred pay is credited directly to a separate account in the Savings & Security Program.

- Employees initially may authorize deductions of from 1% to 7% for this option. It may be necessary to adjust these percentages later to meet government requirements.

- The earnings deferred each year aren't considered by the federal government to be part of your current taxable income. For example, if you defer \$1,500 by using this option, your W-2 earnings will be reduced by that \$1,500. (Deferred pay is included in earnings subject to some state and city withholding taxes.)

- Investment options under this plan include HP Fund units, Mutual Fund units, U.S. savings bonds, and GE stock. S&SP contributions for S&SP life insurance cannot be included in a Deferred Pay Account. (HP Fund units elected for DPA will convert to LT Fund units after the equivalent three-year holding period.)

- Whether or not an employee elects deferred pay, the matching payment for S&SP savings is 50% on the first 7% of employee contributions for those who've already received their first payout, and 50% of the first 6% for others.

- Tax regulations have limited withdrawal of DPA contributions to two situations: termination of employment, and certain "hardship" conditions. GE recently determined, however, that—pending final tax regulations and after consideration of the best information available on Inter-

nal Revenue Service interpretations—withdrawals may also be made to buy or build a primary residence and for educational expenses. DPA participants are cautioned, however, that final tax regulations may not permit future withdrawals from deferred pay for primary residence or educational expenses.

- When deferred pay is withdrawn prior to retirement, it is subject fully to federal income tax and, in most cases, the taxable portion will be subject to a 10% additional tax imposed by the Tax Reform Act of 1986. However, when DPA savings are distributed at retirement, there are advantages in the use of tax rules governing forward-averaging and IRA roll-overs, and the 10% additional tax does not apply.

- Because deferred pay converts employee contributions to company contributions, contributions in the Deferred Pay Account won't continue to build as "unrecovered investment" in the reporting of tax liability of regular S&SP payouts. Consequently, to minimize or avoid taxes, DPA participants also investing in other S&SP options may want to consider rolling those savings into the Retirement Option Account instead of taking a payout at the end of the holding period.

- Employee benefits based on GE earnings (such as pension, life insurance, Income Extension Aid, and weekly S&A) are not affected by deferred pay.

- Deferred pay plans must meet government rules designed to govern them from discriminating in favor of the higher-paid one-third group of employees (sometimes referred to as the "restricted group"). For instance, under one measurement, regulations provide that the restricted group may not average more than 3% more deferred pay than the non-restricted group.

GE consolidating production of small refrigerators in Alabama

LOUISVILLE—GE Appliances plans to invest \$160 million in its Decatur, Alabama refrigerator plant and to phase out refrigerator production at its Cicero, Illinois facility by 1990.

Roger Schipke, a GE senior vice president, said "this is another move aimed at improving GE's position in the highly competitive major appliance industry. Fewer, but stronger, domestic competitors and the threat of foreign competition demands that we continue to make difficult decisions regarding the consolidation of plants. We simply have too many plants to remain competitive."

The Decatur investment will expand

that plant's capability to handle all the production of GE's small refrigerators. Employment is expected to increase from about 600 now to 1,500 by 1990.

This consolidation will, in time, eliminate about 1,150 of the current 1,500 GE jobs in Cicero.

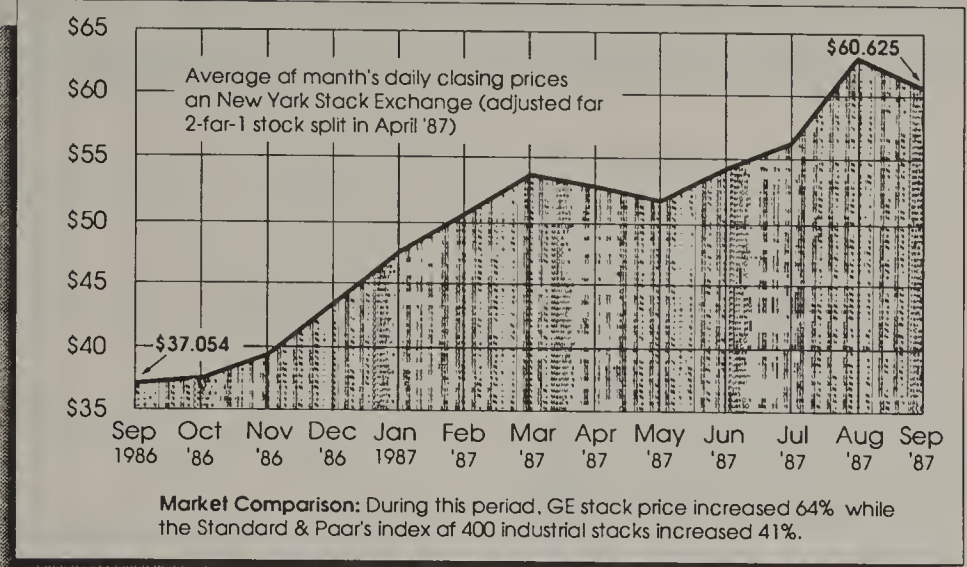
Support provided

Schipke emphasized GE "will be working very diligently to provide a high-level of retraining and placement support" for those laid off. Most also will be eligible for benefits under GE's Job and Income Security Plan. About 350 people in Cicero will continue to produce Calrod heating units for GE and Hotpoint products.

STOCK WATCH

GE Stock Prices

September '86 — September '87



Elex to hold program on "BeautiCare & Color"

Elex members and guests are invited to a program entitled "BeautiCare & Color" to be held Thursday, Nov. 19 at George's on Anthony Blvd. An expert will demonstrate color analysis, make-up, color coordination, clothes and accessories. Prizes will be given away.

The program begins at 11:30 a.m. There will be a soup, salad & sandwich bar. The price is \$5.50. Reservation deadline is Nov. 6. Mail reservations to: Elex, P.O. Box 2204, Fort Wayne, IN 46801 or contact an the Elex representative in your area.

Credit union opens new headquarters

MidWest America Federal Credit Union has opened a new Corporate Headquarters at 1104 Medical Park Drive. The headquarters replaces the credit union's former north office located at 1010 Memorial Way Drive. The new building features an eight station teller line, loan and visa departments, safe deposit box rental, mortgage loan department and drive-up facilities. Rapid growth of the credit union was a major factor in the decision to construct the new headquarters.

East Broadway Shoemobile not in usual location

The Hy-Test Shoemobiles scheduled for East Broadway Oct. 29 will be located near the Fairfield Avenue gate from 6 a.m. to 4 p.m. Shoemobiles are also scheduled for Taylor Street from noon to 4 p.m. on Oct. 26 and from 6 a.m. to 4 p.m. on Oct. 27. The Broadway West Shoemobile is scheduled for Oct. 28 from 6 a.m. to 4 p.m.

Golden Gate Bridge illuminated by GE lighting

SAN FRANCISCO—GE Lighting has added the famous twin towers of San Francisco's Golden Gate Bridge to the long list of landmarks it is illuminating. At the bridge's 50th anniversary celebration recently, Mayor Diane Feinstein flipped a switch turning on GE's high-pressure sodium lamps and illuminating the towers for the first time. The designer for the lighting project said the GE lamps' efficiency was a major consideration in their selec-

tion. Electricity to operate the lamps, mounted in GE luminaires, should cost the city only about \$8 an evening, according to the designer. Other well-known landmarks with GE lighting include London Bridge and Harrod's Department Store in London; Trevi Fountain, Rome; Arc de Triomphe, Louvre Museum, and Cartier Jewelry in Paris; Koenig Castle, West Germany; Christ the Redeemer Statue in Rio de Janeiro, Brazil; Bosphorus Bridge, Istanbul; and the Statue of Liberty, The Alamo, and Rockefeller Center in the U.S.

Adlets

FOR SALE

- BLACK BUCKET SEATS, for '72 Pontiac Lemans, 436-2320.
- 3 BRM. RANCH, N.E. Walden, C/A, GFA, 10x30 Fla. rm., fireplace, 485-9666.
- BASKETBALL BACKBOARD, fiberglass, net, \$45, 637-5067 after 5 p.m.
- SOFA, excellent cond., 3 cush., floral design, \$150, 432-8003.
- STORM PROTECTION COMBO, wood str. dr., windws, scrns, 432-2350.
- DINETTE SET, 2 chairs, \$50, 432-3721.
- CAR RADIO, Panasonic am/fm, 745-7625.
- KITCHEN CABINETS, oak, 20' base, 22' wall, like new, 637-6682.
- 3 WHEELER, '82 Honda 70, ATV, excellent cond., 486-2000 after 4 p.m.

- SOFA SLEEPER, queen size, \$50, 456-4334.
- DIRT BIKE, Suzuki 100 cc, good cond., \$225, 672-8219.
- HOUSE, N.E., 4 brm., 2 1/2 bath, 2 stry, C/A & gas, wooded lot, 486-3466.
- COUCH, love seat, earth tones, \$150, 637-8353.
- NORITAKE CHINA, 12 serv., "Pilgrim," \$800 neg., 447-3842.
- ANTIQU, square & oak kitchen tble, oak chest of drawers, 632-4733.
- DINETTE SET, 7 pc. for home or cottage, \$75, 486-2558.
- ONYX RING, 4 diamnds each side, 1 in center, nice, \$400, 745-5626.

SERVICE

- CONCRETE CONST., basement repair, new work, 456-1187.
- CONTINUOUS GUTTER & SIDING, free est., 627-2429.
- SWEETCAKES THE MAGIC CLOWN SHOW, comedy gorilla, bear, gifts, 745-1545.
- KC & COMPANY BAND, dances, parties, receptions etc., 489-3704.

TYPESETTING, resumes, cover letters, bulletins, etc., 422-9720.

FOR RENT

APARTMENT, furn. or unfurn., utilities, 3 rm., \$250 monthly, near GE, 747-4066.

WANTED

- SQUARE DANCE DRESSES, skirts, crinolines, med. size, 477-2886.
- METAL UTILITY BLDG., for lawn mower & bike storage, 483-8874.
- LIONEL & AMERICAN FLYER TRAINS, any cond., 1-724-8011.
- NEED GARAGE TO RENT, clean, dry, reasonable, 456-1369.

FREE

CAT, declawed & neutered, litterbox & food dish, 749-0159.

GE Club Calendar

Ray Fischbach, manager 432-2953.

November

- 3 Pensioners' Euchre Club, 12:45 to 3:30 p.m.
- 7 Whizzers Square Dance, 7 to 11 p.m.
- 14 BINGO, 7:30 p.m.
- 21 Whizzers Square Dance, 7 to 11 p.m.
- 28 Bucks & Dears Square Dance, 7 to 11 p.m.

Weekly events

- Mondays**
Jazzercise, 5 to 6 p.m.
- Tuesdays**
Table tennis, 5 to 6 p.m.
Basketball, 6:30 to 9:30 p.m.
- Wednesdays**
Golden Squares, 12:30 to 3 p.m.
Jazzercise, 5 to 6 p.m.
Volleyball, 6:15 to 11 p.m.
- Thursdays**
Table tennis, 5 to 6 p.m.
Basketball, 6:30 to 9:30 p.m.
- Fridays**
Beginner square dance class, 7 to 11 p.m.

Elex calendar

October

- 22 Woodcraft Class, 18-1 Conf. room, 6 to 9 p.m.
- 24 Elex Auditorium Sale, GE Club, 9 a.m. to 3 p.m.
- 26 Cross stitch class, 18-1 conf. room, 6 to 9 p.m.
- 26 Honorettes meeting, Salem United Church, 1 p.m.
- 27 Elex Board meeting, Elex office, 4:45 p.m.
- 27 Elex Committee meeting, 18-1 conf. room, 7:30 p.m.
- 28 El Par Board meeting, 4:45 p.m., Omega Rest., 9:30 a.m.
- 29 Quilted Christmas tree skirt class (1 of 2), GE Club upstairs, 7 to 8:30 p.m.

November

- 3 Partizan meeting, Atz Ice Cream, Tilmann Rd., 11:30 a.m.
- 5 Pen El Board meeting, 12 p.m.

Visit the Building 21 branch

FORT WAYNE NATIONAL
that's my BANK



*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Commercial

Continued from page 1.

what it takes to win in our business," Skene said. "Through the business team, we've brought the functions together to get the job done. Each of us represents and takes ownership for our function's part in customer service."

Chhabra pointed out that "the plants have always been responsive, but up till now did not have adequate direction to get the job done."

Resources available

Another strength of the business team is that it can leverage resources from across the Motor Business and the GE Company.

For example, a new oil-burner motor—a commercial product—has been designed to use parts from 39 frame heating/air-conditioning and appliance motors. Members from the commercial team met with members of the Heating/Air-conditioning and appliance teams to work out an arrangement to produce these parts in HVAC and appliance plants. Taking advantage of these existing high-volume parts for the oil-burner project results in tremendous cost savings.

"Although we have separate teams for each market, we share resources

and facilities to help each another accomplish our goals. Our primary mission is to serve the best interest of the business as a whole," said Dave Wang, who represents Manufacturing Engineering on the team.

Another example of how the team leverages resources involves the GE Plastics business. Many commercial customers, particularly those who make pumps, are beginning to use plastics as an inexpensive substitute for materials they now use in their products. The business team, as part of its strategy, has involved engineers from GE Plastics to help commercial customers with their applications.

"This is one of many actions we are taking to stress the 'partnership' approach with our customers. Doing business with strategic pump customers means we're in the pump business with them," said Skene.

Being a business partner with customers is a tremendous responsibility, says Mike Litch, Engineering representative on the team.

"When we design motors, we have to consider the customer's cost situation. We have to ask ourselves, 'How can we help him make his business more competitive?'"

"As part of the business team, I'm able to understand these issues to a much greater extent. I receive inputs from the Marketing representatives on the team on a daily basis. They tell

me what the customer's needs are. I can share those needs with the people in my function.

"At the same time, I have a very close relationship with Manufacturing, and that helps our functions (Manufacturing and Engineering) work closely together for the good of our customers and our own business," Litch said.

Togetherness is key

Togetherness, or teamwork, is a key ingredient to the success of a business team, says Jon Dreier, Finance representative on the team.

"One of the greatest strengths of the business team concept is that it pulls the functions together. If I have a question for Manufacturing, I know whom from Manufacturing to call. Each function is represented by someone who takes ownership for that function's role in serving customers and generating a profit for our business."

"The people on our business team aren't here to dictate what the rest of the organization does. We're here to represent each and every member of the business. Our job is to listen to the people in our functions and bring their issues to the table every week."

Steve Riedel, program general manager who oversees all the business teams, gives the Commercial team an "A+" for their first-year accomplish-

ments.

"The thing that makes this team so outstanding is that each member is on fire for the business," Riedel said. "They have combined a disciplined approach with a willingness to commit their time and extra efforts to improve the Commercial business."

"They're facing one of the most difficult market challenges in our entire company. I predict that next year will be the most difficult year our business—especially the commercial portion of our business—has ever faced."

"The toughness of our challenge is made even tougher by the cost issues we face, particularly with the compensation disadvantage that our employees and their leadership are addressing. Success for the business and job security will be closely linked to the outcome of addressing this major cost issue."

"I have complete confidence in the leadership we have on the business teams and in the people throughout the functions and the plants that we will rise to meet our challenges."

'The thing that makes this team so outstanding is that each member is on fire for the business.'

Steve Riedel

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

New GE television commercials debut during World Series

GE's newest television commercials under the corporate theme "We Bring Good Things to Life" made their debut Oct. 17 during the 1987 World Series. The World Series is being carried by the ABC television network.

Recognizing that GE is changing, these commercials have been developed to communicate the diversity of the company's business base.

Build broader perspective

"Our research shows GE is still seen only as an appliance company," says Richard Costello, GE's manager of Marketing Communications. "This appliance image has worked extremely well for us in the past. Since the campaign began in 1979, we have built tremendous awareness and equity. We still see our consumer businesses—Appliances and Lighting—as very important to building a favorable image."

"Our goal," continues Barbara Parsky, manager of Corporate Advertising, "is to build on the goodwill we have by retaining the warmth, the human appeal of the advertising and, at the same time, introduce products and services people don't normally associate with GE. We want people to gain a broader, more accurate perception of what the company is today."

Focus on major contributors

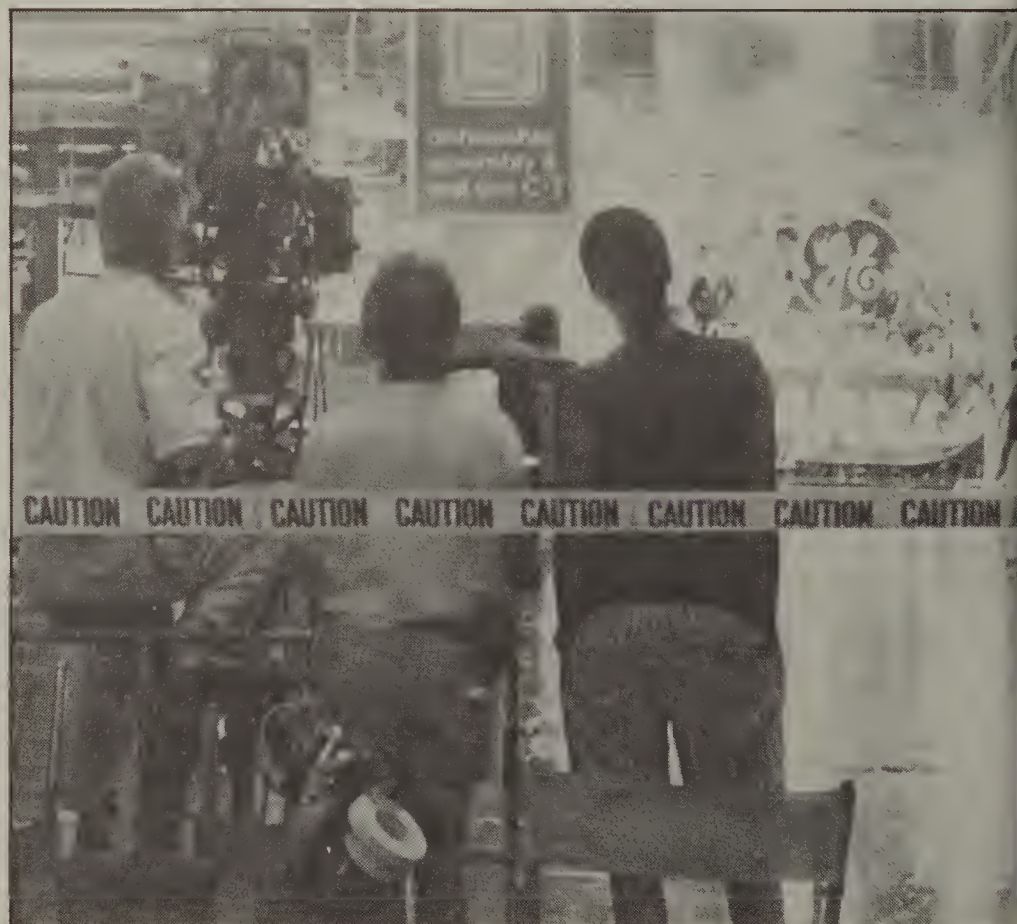
The products and services, the innovations and technological advancements featured in these new commercials are those that contribute in some important way to people's lives. In all cases, they are major contributors to the company—ranging from Appliances

and Lighting to Medical Systems, from Aerospace and Aircraft Engines to Plastics and Financial Services.

"Ever since the campaign began," Parsky noted, "it's been important to leverage the company's past as well as seed the company's future by communicating both what GE does—its diversity and its image-laden busi-

nesses—and what GE stands for—its innovation and teamwork."

In addition to the World Series debut, the new commercials will be shown on Sunday morning news shows and sports programs throughout the fourth quarter of 1987. In 1988, they will also be seen on made-for-TV dramas under the banner of the "GE Theatre."



Lights, Camera, Action—This scene at GE's Appliance Park in Louisville, Ky., is typical of what happened at many GE locations over the past several months as the new corporate television commercials went into full production. This spot and several others conveying people, products and diverse businesses are being seen during the 1987 World Series.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

OCT 30 1987



General Electric News

NOVEMBER 5, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 41

Goal to increase organizational effectiveness, reduce cost

Structure, sizing of exempt workforce under study

Editor's note: A number of employees have expressed both concern and interest in studies of the exempt workforce that are taking place in Motors. The GE News interviewed Mike Humenik, organization and staffing manager, to find out more about these studies and the issues they raise.

GE News: Mike, many of us have heard that there are studies of the exempt workforce underway. What is happening and why?

Humenik: "Basically, we are identifying and analyzing ways to increase organizational effectiveness and reduce cost in our exempt organizations.

"We've taken numerous actions over the past several years in the exempt ranks—including many organizational changes and eliminating over 30 percent of the workforce since 1983. But it's clear that more work is needed to improve decision making, response time and functional interaction and to further reduce our cost structure.

"Such analyses may not be popular with some employees. But I would offer that leading a business turnaround is no popularity contest.

"Consequently, the leadership of this business is going to have to make additional tough decisions regarding organizational design and staffing levels. These studies are intended to produce decisions that are clearly in

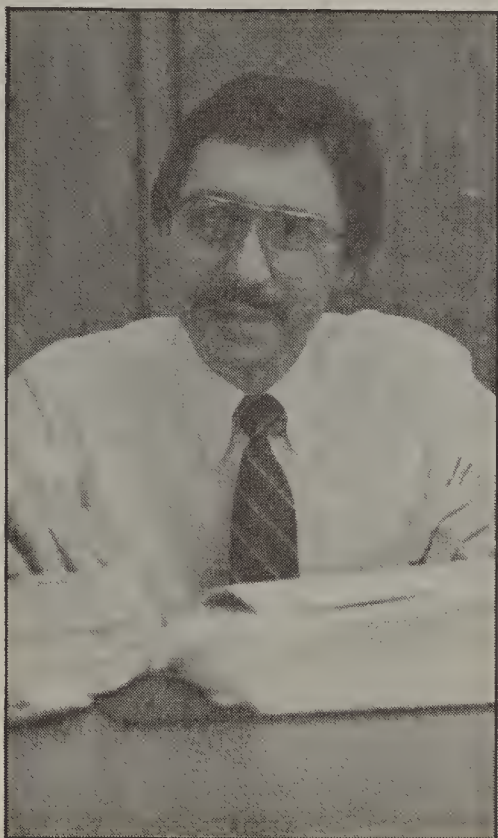
'The most important criteria for measuring our organizational effectiveness is how well we serve our customers.'

the best interest of our business and that will ultimately protect the jobs of the vast majority of our people.

GE News: What do you mean by organizational effectiveness?

Humenik: "There are a number of criteria we use to measure organizational effectiveness.

"For example, Do customers find us easy to do business with? How are responsibilities divided up across the business? How many employees do we have who are doing redundant, unnecessary and nonproductive work within and between various functions? How many layers of management do we have?



Mike Humenik, organization and staffing manager, said studies of the exempt workforce are aimed at identifying and analyzing ways to increase organizational effectiveness and reduce cost.

"Another thing we must look at is our decision making process. Some people view this business as being too bureaucratic. That means we have too many people in the decision making process, and that slows us down. We need to have quick, operations-oriented decision making in order to be more effective.

"We still have too many managerial layers, some would argue, and this further inhibits decision making. We need to identify and remove excess layers in order to simplify interfaces, shorten response time and improve communication.

"Finally, some people still don't view Motors as one business. They are hanging on to remnants of the five product departments and have a mindset that says we shouldn't let go of what was. Frankly we have to forget yesterday—it's over. We have to think and act for today and plan on a "one-business" basis for tomorrow.

GE News: Is exempt productivity a criteria for organizational effectiveness?

Humenik: "Certainly. Productivity is something we frequently talk about in the plants, but it's equally as important in the exempt workforce.

"Our exempt productivity has been inhibited by the fact that there are a

lot of responsibilities which are being duplicated and overlapped between the functions. For example, we had factory scheduling being done in both Manufacturing and in Customer Service. Within the last month we have taken all of that responsibility and put it under Manufacturing. Fewer people are now more efficiently deciding plant scheduling.

"We'll be making adjustments to eliminate duplication of effort in numerous areas of our business over the coming months. Professional employees who are constrained from achieving their objectives by other professionals holding them up frustrates efficiency and success.

GE News: Earlier you related customers to organizational effectiveness. Please expand on that.

Humenik: "The most important criteria for measuring our organizational effectiveness is how well we serve our customers. As David Gen- ever-Watling has said, 'We can't make it difficult for customers to do business with us by having unclear lines of responsibility and authority.' We need to continue to focus on compressing the time it takes from the customer's first contact to when he's fully satisfied."

GE News: Will the exempt workforce be reduced as a result of these studies? If so, where will the reductions come from?

Humenik: "Yes, our exempt workforce will shrink. It's too soon to say a specific number. But our objective is to have just enough people to meet customer needs today and tomorrow.

"People haven't been specifically identified and talked to yet. But reductions will occur over the next several months and cover most, if not all, functions."

GE News: How are you going to make the determination of who or what organizations will be affected?

Humenik: "One of the studies we are undertaking is "Introspect," which was formally kicked off this week.

"Introspect is a tool for Motors to systematically and analytically look at itself through the help of GE Corporate consultants.

"The Introspect process will assist us in:

- improving organizational effectiveness,
- reducing structure cost,
- clarifying missions and overlapping the gaps in responsibilities,
- identifying and minimizing duplication of work efforts,
- and focusing employees on the highest leverage work—that is, focusing on only those things which matter to customers.

"We're doing a lot of things in this

'Individuals need to realize that adjusting our organization is an ongoing process.'

business that we don't need to do or shouldn't do as far as our customers are concerned. There are also things we should do more of but don't have the appropriate resources or efforts assigned to them. Said another way, we have too many people in the wrong places and not enough people in the right places.

"Therefore, in addition to downsizing in some areas, we'll shift other people where they can be more effective. There's also the possibility that additional people could be needed if there are tasks that need doing for which no one is currently assigned or qualified."

GE News: How will Introspect be implemented?

Humenik: "Over the next several months the exempt organization will be involved in the Introspect process. Managers and supervisors will be participating in work distribution meetings that will define the work activities and time allocation of all their exempt employees.

"This will help us determine who is working on what. It will enable us to see where responsibilities are being duplicated between organizations and areas, and will give us the appropriate analysis to fix the problems.

"Where overlapping of responsibilities is found, Introspect will help us determine where the responsibilities should exist.

"Introspect will also help us find out where the decision making process gets bottlenecked and for what rea-

Continued on page 4

GE employees pledge \$232,590 to United Way

Foundation adds \$130,000

General Electric employees in Fort Wayne pledged \$232,590 to the United Way in this year's Employees' Community Services Fund drive. The results of the drive were announced this week by the ECSF Board.

More than 81% of the Fort Wayne GE workforce contributed.

In addition to the employee pledge, the GE Foundation added \$130,000, for a total GE pledge of 362,590.

Seven percent of total goal

The GE gift represents around seven percent of the United Way's total goal of \$5.3 million for all of Allen County.

While attending the United Way Victory Dinner, ECSF Board members purchased a pumpkin for \$40 to help raise additional money for the campaign. Pumpkins, which were decorated by local artists, were auctioned off. Total proceeds of \$750 were matched by the Lincoln National Life Insurance Co. The

Lois Neloms, employment manager, thanked employees, the unions and the Foundation for their support, which helped increase the annual rate of contributions by 5 percent.

"Once again, we had an outstanding response from employees in this year's campaign," said Neloms, who heads up the ECSF Board. "Through their support, employees are saying that they believe in the human services programs provided by the United Way."

Neloms also applauded the efforts of the ECSF Board, which each year volunteers its time to solicit pledges from employees.

The United Way exceeded its goal, reaching \$5,429,226. Nearly all of that money goes directly toward providing human services.



GE attendees purchased a pumpkin decorated in Indiana University colors. Shown (from left) are: Isabel Alvarez and Roy Allen of Specialty Transformer; Carl Diehm, Bldg. 18-1 Personnel Accounting office; Doug Schaefer, Bldg. 19-2 Model Shop; Brenda Hambleton, Bldg. 4-5 Motor Manufacturing; and Lois Neloms, employment manager.

Marketing, Customer Service employees undergo training for large motor products

Several Marketing and Customer Service employees in Fort Wayne were introduced to product and service aspects of large motors last month.

Training sessions were held in Building 4-6 as a first step toward preparing these employees to handle the transition of large motor customer service and marketing work from Schenectady, N.Y. to Fort Wayne.

Production of large motors in Schenectady ceased last year. Those products are now manufactured in other GE locations. However, the lion's share of product application, quotation, pricing and other service responsibilities has remained in Schenectady. Over time, those responsibilities will be transitioned to various areas in Fort Wayne.

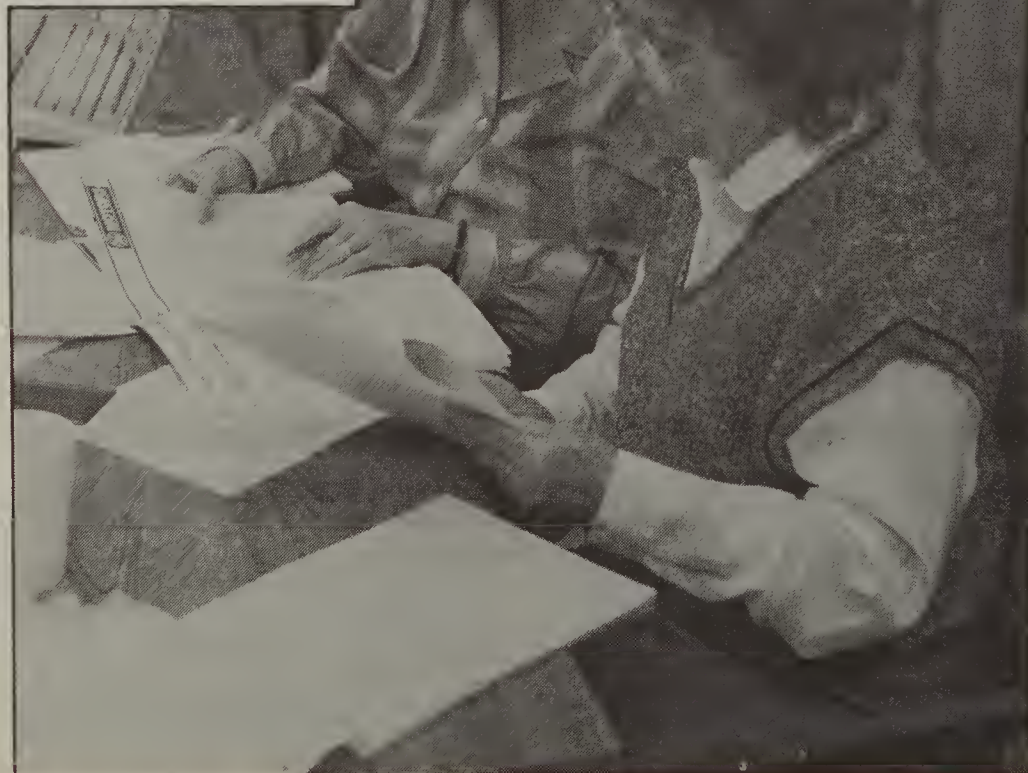
"It's simply more cost efficient to have all of our service work under one umbrella," said Terry Gautsch, Customer Service Operation manager.

"Before we do that, however, it's very important that our people here be fully prepared to handle the additional challenge of providing top-notch service to large motor customers. More training will be provided to help them meet that challenge."

Learning every aspect of 800 to 8,000 horsepower motors is not an easy task, noted Chris Manges, sales and application engineer, who taught the course. "The introductory courses have gone smoothly, and there's a lot more to go. Fortunately, we have people with the competence and motivation to take this on."



Chris Manges instructs a course on the basics of large motors. Telesales Specialists Lee Ware and Elaine Drummond discuss a pricing exercise.



health tip

Good diet requires adequate fiber

Hectic schedules and snacking on-the-run can make eating a well-balanced diet seem like an impossibility. Even a well-planned diet might not include adequate amounts of fiber, vitamins and minerals to meet suggested daily requirements.

The key is to learn about good sources of fiber and essential nutrients, and be sure to include them in your diet.

When the 1985 Dietary Guidelines for Americans was published by the U.S. Department of Agriculture and the Health and Human Services Department, it called for all Americans to eat foods with adequate starch and fiber.

Here are three tips to help get Americans on the track to high-fiber eating.

- Increase fiber intake gradually so the body has time to adjust to the added bulk. A sensible way to start is to substitute whole wheat bread for white, or a piece of fruit for fruit juice.
- When adding fiber to your diet, don't neglect other important foods such as meat, chicken, fish, eggs and dairy products that don't contain fiber, but do contain protein and calcium, essential for good nutrition.
- Combine non-fiber foods with fruits, vegetables and/or grains which are all excellent sources of dietary fiber.

Details on Elex Christmas program given

Elex members are asked to mark Sunday, Dec. 6 on their calendars. That's the date set for this year's Christmas program. Music will be performed by a group from Huntington North High School. The cost is \$2.50 per person, and the event begins at 2 p.m.

Your donations of new, unwrapped gifts would be appreciated. Examples of possible gifts are note pads, stationary, after shave, cologne, lipsticks,

nail polish, key chains, coin purses, soaps, picture frames, barrettes, combs, brushes and other "trinkets" (no glass please). These donations will go to the Fort Wayne State Developmental Center.

Reservation deadline for the party is Monday, Nov. 23. Make checks payable to the Elex Club. See your contact representative for tickets or mail checks to: Elex Office, P.O. Box 2204, Fort Wayne, IN 46801.

Elex hosts program on beautilcare & color

Elex is sponsoring a "Beautilcare & Color" program at George's (formerly Ted Gouloff's, Anthony Blvd.) on Thursday, Nov. 19 at 11:30 a.m.

Cost is \$5.50 per person for members

and \$6 for guests. Make reservations by Nov. 6. Make checks payable to the Elex Club and send to the Elex office, P.O. Box 2204, Fort Wayne, IN 46801.

GE NEWSLINE

Poor market conditions cause Kidder, Peabody to reduce employment in municipal securities group

NEW YORK CITY—Because of poor market conditions, Kidder, Peabody & Co., a subsidiary of GE, is restructuring its municipal securities group and will reduce the workforce of 280 employees by about 100.

Municipal bonds generally provide financing for state and city governments. The market for these bonds has been rocked by three factors: tax law changes making them less attractive to investors; thin profit margins

because of competition from commercial banks; and volatile interest rates.

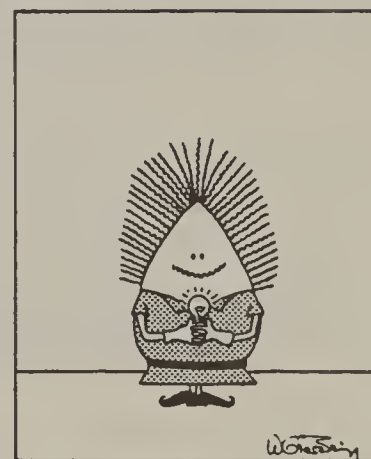
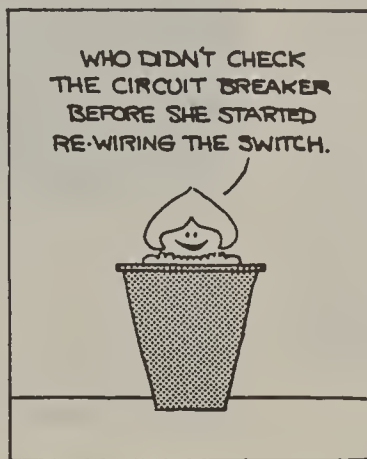
"The industry is experiencing a major shakeout, which is likely to continue throughout 1988," said William Ferrell, head of Kidder's municipal securities group. "Following the shakeout, those firms which are properly positioned will be able to generate significant profits in a healthy ongoing municipal securities business."

Adlets

FOR SALE

- '71 Olds 88, great winter car, strong motor, new tires, rusty but reliable, 485-0825.
- COUCH & CHAIR, match, yellow, \$60; Brwn plstic sofa bed, \$30, 432-0043 after 5 p.m.
- SOFA, love seat, match; corner table; 2 lamps, red & black, 483-4396.
- '87 NISSAN TRK, new cab, pwr brake, 10,000 mi., best offer, 744-4400.
- MARCH BIRTHSTONE, Christmas aquamarine, \$150/carat, 637-1610.
- 15" RIMS, aluminum, for ¾ ton Dodge conv. van, 432-8046.
- 2 TWIN BEDS, \$25 each; dining room table, \$40; water softnr, 749-4871.
- '77 FORD, F150 Custom Explorer Trailing Special, \$3,695, 625-3433.
- ROASTER OVEN, turkey size, insert pan, 3 dishes, \$45, 422-5979.
- 2 CHAIRS, 1 is rocker, \$50/pr.; green swivel rocker, \$20, 749-2644.
- WOOD STOVE, Franklin Scandia, dbl pipe, free standing, 482-9306.
- MOBILE HOME, '85, 14' x 70', 3 bedrm, \$3,000, extras, 1-728-2160.
- OFFICE TYPEWRITER, IBM electric, good cond., \$50.
- HOUSE, N.E. Walden, 3 bedrm ranch, C/A, GFA, Fla. rm, Fireplace, 485-9666.

GRANTLAND®



SERVICE

MAINTENANCE, repair, improvements for home, office, rental, 426-0850.

SWEETCAKES THE MAGIC CLOWN SHOW, comedy, surprises, all ages, 745-1545.

VIDEO & DJ, for weddings, parties, all occasions, musician, 447-4447.

CONCRETE CONSTRUCTION, basement repair, new work, 456-1187.

In memory

Lloyd S. Stubbins, 3934 Hedwig Dr., died Oct. 31. He retired from GE in 1981.

Irene Shroyer, R.R. #5, Columbia City, IN, died Oct. 22. She retired from GE in 1968.

Frank W. Meggison, R.R. #2, South Whitley, IN, died Oct. 17. He retired from GE in 1972.

Albert J. Christman, 6701 S. Anthony, died

Oct. 20. He retired from GE in 1964.

Wesley R. Gross, 6311 Smith Rd., died Oct. 28. He retired from GE in 1962.

Harold W. Relter, 506 Charlotte, died Oct. 27. He retired from GE in 1968.

Ira V. Runyan, 3708 Marchfield Pl., died Oct. 19. He retired from GE in 1966.

GE Club Calendar

Ray Fischbach, manager 432-2953.

November

- 3 Pensioners' Euchre Club, 12:45 to 3:30 p.m.
- 7 Whizzers Square Dance, 7 to 11 p.m.
- 14 BINGO, 7:30 p.m.
- 21 Whizzers Square Dance, 7 to 11 p.m.
- 28 Bucks & Dears Square Dance, 7 to 11 p.m.

Weekly events

Mondays

Jazzercise, 5 to 6 p.m.

Tuesdays

Table tennis, 5 to 6 p.m.
Basketball, 6:30 to 9:30 p.m.

Wednesdays

Golden Squares, 12:30 to 3 p.m.
Jazzercise, 5 to 6 p.m.
Volleyball, 6:15 to 11 p.m.

Thursdays

Table tennis, 5 to 6 p.m.
Basketball, 6:30 to 9:30 p.m.

Fridays

Beginner square dance class, 7 to 11 p.m.

Elex calendar

November

- 5 Quilted Christmas tree skirt class, GE Club upstairs, 7 to 8:30 p.m.
- 5 2nd Shift Board Mtg., Casa D'Angelo's.
- 9 Elex Bingo Supper, GE Club \$5, 4:45 p.m.
- 10 Paint class, "Tiger lily," 8x10", \$13.50, Bldg. 18-1 Conf. Rm, 6 to 9 p.m.
- 11 Pen El Social Mtg., Bethany Church, 11:30 a.m.
- 12 Knit class continued, GE Club upstairs, 6:30 to 8:30 p.m.
- 14 Frankenmuth bus trip
- 16 Honorettes Mtg., Salem United Church, 1 p.m.
- 17 Elex Board Mtg., 4:45 p.m., Elex Office.
- 17 Elex Committee Mtg., 7:30 p.m., 18-1 Conf. Rm.
- 18 El Par Mtg., Grabill Barn, 11:30 a.m.
- 19 2nd Shift Lunch, Georges, "Color Me Beautiful," 11:30 a.m.
- 20 Quintus Chapter Mtg., Hessen Cassel Library, 1 p.m.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Employees receive VP Awards

Eleven Motors employees were recipients of the "Vice President's Award for Excellence" last month. David Genever-Watling, vice president, presented five of those awards to Fort Wayne employees. They are (from left): Paul Van Horn, Taylor Street Manufacturing; Richard Wells, Motor Purchasing; Donna Webb, Taylor Street Motor Manufacturing; Janet Jaquay, Wire Mill; and Eugene Trabel, Taylor Street Area Services. Farley Thornsberry, a third shift Motor Systems employee, received a Vice President's Award but is not pictured. Also receiving awards were Freddie Minix, Scottsville; George Morgan, Jonesboro; and Reynosa employees Roberto Garcia, Antonio Zapata and Ignacio Ibarra.



Exempt study

Continued from page 1

son. We expect to find management layers which should be removed.

"David Genever-Watling has assigned members of his staff and others in the Motors organization to be co-consultants working with the Corporate consultants in implementing Introspect.

"These people include Mike Jefferies, Operations general manager; Steve Riedel, Programs general manager; Guy Rhoades, general manager—com-

'...We must choose between improving the effectiveness of the organization now or totally losing the ability to compete because we've lost our competitiveness in the marketplace.'

mercial and industrial sales; Don Bussick, Manufacturing general manager; Dan DeForrest, manager of the Finance Operation; John Suci, manager—Information Systems; Ed Cornell, manager—Engineering; and myself."

"I want to make it clear that Introspect is not the only tool that Motors is and will be using to improve organizational effectiveness. The Introspect study has a customer-driven focus. It will help us define the major processes and determine specific changes for driving customer and market requirements across all functions to create responsive priorities and one, consistent integrated business agenda.

GE News: Has introspect been used in other businesses?

Humenik: "Yes. It is a process that

has been used in General Electric businesses for many years.

"In fact, GE has been asked to provide the Introspect process to some of its customers—American Airlines and United Airlines to name a couple."

GE News: Many employees would argue that we've already taken too many people out of the organization. When will it end?

Humenik: "I'm fully aware that there have been a number of reductions in our salaried ranks over the past few years. But, as I said before, we still aren't fully competitive in the motor industry.

"Our exempt workforce is large compared to some of our competitors. Also, there are GE businesses similar to us in size which operate with fewer people but comparable volumes and

work loads.

"Individuals need to realize that adjusting our organization is an ongoing process. It's not just one shot in the dark. In order to remain in this business, we will continue to look for ways to maximize our efficiency and effectiveness."

GE News: "Is there anything else you'd like to say to employees regarding the actions we've discussed?"

Humenik: "I'm sure this discussion strikes many employees as cold and perhaps even insensitive to the hard work and dedication of our workforce. Believe me, I take no joy in talking about this subject.

"But, as I said before, tough decisions have to be made. As difficult as it is, we must choose between improving the effectiveness of the organization now or totally losing the ability to compete because we've lost our competitiveness in the marketplace. Making changes now keeps us current or ahead of the competitive pack.

"I can assure you that we're doing everything in our power to make sure the decisions we make are the right ones for the majority of employees and the future of this business."

Auction to be held Saturday

There will be an auction of GE property this Saturday at Taylor Street.

Items to be auctioned off include vehicles, electronics, machinery, equip-

ment, fixtures, office furniture, and an assortment of items to use in the home.

The auction begins at 10 a.m. and will be conducted by O.G. "Bud" Steinman.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

PERIODICALS RECEIVED

NOV 17 1987

ALLEN COUNTY PUBLIC LIBRARY
Box 2270
FORT WAYNE IN 46801



General Electric News

OCTOBER 29, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 40

Q&A on status of pay and work practices discussions

Two weeks ago GE announced the closing of the Holland and Decatur Motor plants and the start of discussions at 10 plants, including the Fort Wayne Motor and Transformer plants, on ways to improve the competitiveness of pay and work practices.

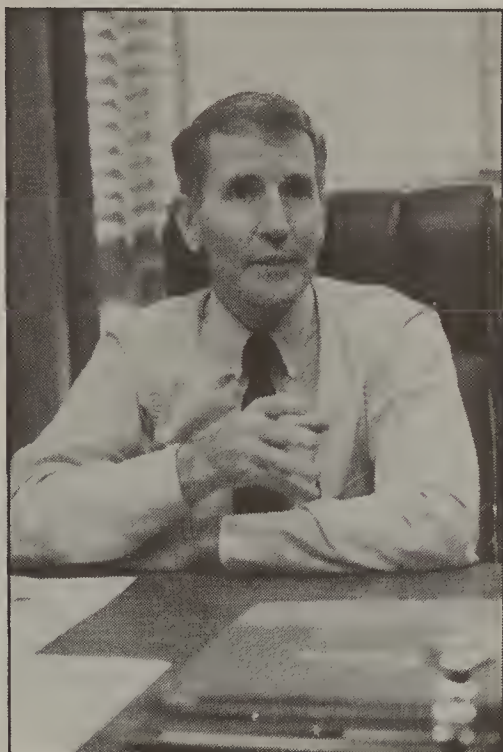
Since the announcement there have been meetings on the pay and work practices subjects. To get an update on where things stand, the GE News interviewed Bill McShain, employee relations manager for the Motor Manufacturing Department.

GE News: Bill, can you describe briefly what has happened since the mid-October announcement?

Mc Shain: We have held meetings with union representatives and employee groups on pay and work practices subjects at each of the 10 plants. In addition, our vice president, David Genever-Watling, has been to most of the motor plants to talk with management and employee groups and union representatives on the criticality of the issues facing the business.

GE News: What items are being discussed at the plants?

McShain: The discussions are focusing on ways to reduce plant cost structures in order to make the business competitive with Emerson. This involves lowering hourly and nonexempt pay rates by \$2 an hour, transitioning from incentive pay plans to daywork plans, and improving work practices. We want to be a healthy business which, as a world-class competitor, will provide job security for employees and a satisfactory profit for the company.



McShain

GE News: Those seem like major changes for employees when you consider that GE is thought to be a successful company in terms of operating results.

McShain: GE is successful. The Motor Business isn't. And the Specialty Transformer Operation is headed for trouble if their cost situation isn't improved. We've got to improve our operating results or the company will reinvest its resources in other businesses where the return will be greater. Each business in GE must stand on its own results.

Being part of GE certainly offers important advantages for all of us. We have the opportunity to fix the business. If we can establish a plan which will ensure that we will be competitive in the 1990's, we will be okay. I believe we can be creative in coming

up with ways to get our cost structure down to competitive levels in a manner which will make the transition more manageable for employees. I want to make the point that our pay rates and work practices didn't happen overnight, and the fix doesn't have to solve the issues overnight.

GE News: What is the process that the plants are following?

McShain: When the announcement was made, Genever-Watling said that he had promised hourly and nonexempt employees that they would have an opportunity to provide input on decisions regarding their compensation. We are trying to go through a very deliberate problem solving process to be sure there is a common understanding of the cost issues facing the business and to provide ample opportunity for full discussion of ideas on ways to reduce compensation costs.

GE News: How long will this take?

McShain: Deliberation and discussion takes time. We want to be sure that we allow enough time for all ideas to be heard, discussed, and considered. We hope that we can complete the discussion process in four or five weeks.

GE News: Is this fast enough?

McShain: I realize that after the Oct. 15 announcement there is anxiety and people are looking for answers. However, it is important that we do this right. There is a lot at stake. As anxious as people are, this is a good example of where patience is necessary.

GE News: What has been decided?

McShain: No decisions have been made, and none will be made until discussions are complete. Company ideas on these subjects will have to be considered along with the counterproposals of the unions and the inputs of employees in non-union operations. When the discussions are finished, a full and final plan will be developed.

GE News: Will the plan be the same for all plants?

McShain: Essentially yes, although there could be some minor local differences because of local situations. I think it's clear that there must be overall consistency. If one plant felt disadvantaged compared to another, that would be harmful to our long-term relationships.

GE News: Any final comments?

McShain: The thing we have to try to keep in perspective is that our business is in a survival mode. In the last five years we have taken many actions to reduce costs and to stay competitive. Nevertheless we still face an enormous hourly wage cost disadvantage versus our major competitor Emerson. It is essential that we resolve the wage cost problem. If we don't, then the business' future in GE will be in jeopardy.

If we are able to resolve the problem, we'll be preserving a good base of well paying manufacturing jobs. We'll still have a top-rated benefits package. And we'll have a future that is better than what we'll face if we lose our jobs to our competitors in the marketplace.

Officials meet with Motor employees

Gast Manufacturing shares criteria for suppliers

Gast Manufacturing, like many of Motors' customers, is looking to reduce its number of suppliers.

Earlier this month, Gast officials told a group of Broadway and Taylor Street employees the criteria they are using to decide which of their current suppliers to keep.

The officials were in town to learn more about the "Working" interpersonal skills course being taught in Motor Manufacturing. Zenger-Miller, the authors of Working, recommended Fort Wayne Motor plants as a good

place for Gast to see the program in implementation.

After touring the plants and discussing the Working course, the Gast visitors met with a group of Manufacturing employees in the Building 18-1 Conference Room to discuss the criteria.

"We are basically looking for four things from a supplier: Does the product meet our requirements? Is it delivered on time? Is the price competitive? And is the product supported by reliable service?" said Dave Vogie, Gast manager of plant operations.

Quality is meeting requirements

Don Rimes, Gast manager of quality and productivity improvements, said Gast's definition of quality is "conformance to the customer's requirements."

"That's the way we measure ourselves and the way we measure our suppliers," he said. "We need you to give us exactly what we want, when we want it, without defects."

Gast has a standard of "zero defects." Many manufacturers feel it is more

realistic to expect two- to three-percent product defects. But Rimes says an expectation of less than perfect quality yields less than perfect results for the customer.

Like Motors, Gast has implemented a number of changes in its plants to improve quality, shorten lead times and reduce set-ups.

"Any time you have a material sitting idle in your operation, that material is taking up space, heat, lights

Continued on page 4.

GE Pension Trust weathers stormy market period

Pension trust assets, which represent the source of retirement income for hundreds of thousands of present and future GE retirees, have weathered the recent stock market drop in good condition.

According to Dale Frey, chairman of the board and president of the GE Investment Corporation which manages the pension funds, the current market value of trust assets is about the same as at the end of 1986.

Speaking on Tuesday, Oct. 20—the day after the stock market took a nose dive—Frey said, “Although we

have experienced declines as of yesterday from the September highs, the pension fund is essentially equal to year-end ‘86 levels.”

At the end of 1986, the market value of trust assets for both the GE and RCA pension plans was about \$19.6 billion. This included \$16.7 billion in the GE plan and \$2.9 billion in the RCA plan. At this level, the trust is adequately funded to meet the company’s current and future pension obligations.

“We have been saying for a long time now,” Frey said, “that while

pension trust assets are large, there may be times when the market will cause significant drops in value. Trust assets have to be large to meet substantial long-term obligations for the future pensions being earned by employees still working.”

“Defined benefits”

The GE and RCA pension plans are “defined benefit” pension arrangements. This means that if the investment performance of the pen-

sion trust falls short of the growth assumptions, GE has to make up the difference so that the trust will be properly funded.

Pension trust assets are maintained separate and apart from the operating funds and other monies of GE. The trust assets are used to pay benefits to plan participants who are eligible for payments under the terms and provisions of the pension plan.

Since the GE pension plan was established 75 years ago, the company has never failed to pay pensions for which it is obligated.

Spine-tingling facts about your spine

The backbone of good health is often—the backbone. Taking steps to prevent spine injuries could save you lots of pain, expense and time in the hospital, says Dr. James Chase, GE medical director.

The following are some “tips for lifting” Chase suggests employees use to prevent injury.

- Size up the object you are lifting. Decide how to best get a good grip on it.

- Plant your feet about 12 inches apart and close to the object to be lifted. Squat down and keep the spine straight.

- Lift up with the big muscles of your legs, thighs, arms and shoulders—NOT with the back. Keep the load close to your body.

- Be sure you can see where you’re going.

- Use mechanical lifting devices for moving heavy objects. Get help for large, bulky, awkward or extra-heavy loads.

- Use rhythm, both alone and in team effort. Let the load help lift itself.

- Make sure floors are clear of hazards which could cause you to trip or fall.

- Setting the load down is just the reverse of lifting. Keep the back straight, let the legs bend slowly and set the load down easy.

- If a back injury should occur, see a doctor immediately. It could be more serious than you think.

- Don’t neglect spinal injuries. Disorders which appear in many parts of the body may be caused by or contributed to by spinal problems.



Ron Richmond, mover, bends his knees to lift heavy boxes in order to keep from straining his back.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

September's S&SP Report

Here's an update of 1987's monthly prices of available investments in GE's Savings and Security Program.

These are prices at which S&SP participants bought shares and units with their paycheck deductions and

the company's matching payments.

The long-term fund price for the last day of each month is also shown, as well as year-to-date annual income rates for the Holding Period, LT and Money Market Funds.

'87	GE Stock Price	Mutual Fund Price	Holding Period Fund (Constant \$10 price) YTD Annual Income Rate				Long Term Fund		Money Mkt (\$10 price) YTD Income Rate
			1984	1985	1986	1987	Price	YTD Rate	
Jan	\$47.328	\$36.561	13.1%	12.5%	10.3%	8.5%	\$12.03	8.0%	6.4%
Feb	\$50.497	\$38.751	13.1%	12.7%	10.3%	8.5%	\$12.01	8.4%	6.3%
Mar	\$53.472	\$40.189	13.1%	12.6%	10.6%	8.6%	\$11.80	8.2%	6.3%
Apr	\$52.509	\$39.275	13.1%	12.8%	10.6%	8.7%	\$11.33	8.2%	6.4%
May	\$51.569	\$39.394	13.2%	12.8%	10.6%	8.7%	\$11.16	8.2%	6.4%
Jun	\$54.023	\$40.863	13.1%	12.8%	10.6%	8.8%	\$11.21	8.2%	6.6%
Jul	\$56.216	\$42.024	13.1%	12.8%	10.6%	8.9%	\$11.12	8.1%	6.6%
Aug	\$62.881	\$44.201	13.1%	12.8%	10.6%	8.9%	\$10.99	8.2%	6.7%
Sep	\$62.625	\$42.820	13.1%	12.8%	10.6%	9.0%	\$10.73	8.2%	6.7%

Employees choose November retirement

Beverly F. Estes, Building 4-6 retires with 30 years of service.

William C. Berning, Building 4-5 retires with 34 years of service.

Phyllis J. Faulkner retires with 40 years of service. She began as a file clerk in Building 4-6 and retires in Motor Assembly, Building 6-4. “The benefits I got here were very good. I’m going to miss my co-workers. My husband and I are going to travel and take one day at a time.”



Final reminder for HMO Reunion

Former Broadway Hermetic Motor Operation employees are reminded that the third annual reunion is coming up on Saturday, Nov. 7, at Goeglein's on Maysville Rd. It will begin at 7 p.m.

Although the reservation deadline has passed, additional reservations will be accepted till Oct. 31.

"A time to share," with a light

buffet, starts at 7 p.m. There will be a cash bar. Music, raffle drawings, door prizes and more will start at 9 p.m. and last till 11:30 p.m.

The cost is \$7 per person and advance reservations are necessary. To make reservations call Dottie Askren, 485-7465; Martha Musselman, 493-3074; Sally Eichhorn, Ext. 3068; or Ed Evans, ACSD, ext. 5321.

Bingo Supper scheduled for Nov. 9

The Elex Club will have a regular Bingo Supper Program on Monday, Nov. 9. The program begins at 4:45 in the GE Club auditorium.

Cost of the program is \$5.50 per person, which includes dinner. Members interested in participating should make reservations by Friday, Nov. 6.

Make checks payable to the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801.

Elex Christmas program set for Dec. 5

Elex members are asked to mark Sunday, Dec. 5 on their calendars. That's the date set for this year's Christmas program. Music will be performed by a group from Huntington North High School.

Adlets

FOR SALE

52" CEILING FAN, \$40; ping pong table, \$40; DP bench, \$100. 672-3447.

FISHER "GRANDPA BEAR" WOOD STOVE, ex. cond., heats 2000 sq. ft., pipe, trpl wall acces., \$395. 1-317-833-9333.

KITCHEN SINK & FAUCET, hrvt gld, \$30; Sears refrig., \$85. 436-1795.

IBM PC, 2 floppy drives, graphics, \$895. 486-4677.

KOHLER & CAMPBELL PIANO w-bench, ex. condition, \$1,400. 432-8109.

'77 OLDS OMEGA, good cond., new tires, best offer. 493-6022.

CONSOLE STEREO w-AM-FM & record player; 31" lawn sweeper; helmets, szs. 7-1/4 & 7-3/4. 747-5872.

AKC BLACK CHOW CHOW PUPS, \$250 fe., \$300 males. 1-724-9615, aft. 5 p.m.

VANITY w-top/fixtures, \$25; Am. Std. toilet, \$25; misc. lt. fixtures, \$10 ea.; 24" 6 panel dr., \$25. 672-3954.

'87 TERRY TRAVEL TRAILER, 28', slps 6, like new. 657-5681.

'78 CHEV. IMPALA, V8, 4 dr., \$1400. 432-2891, aft. 6 p.m.

'74 DATSUN B210, 68,000 miles. 493-4188, aft. 6 p.m.

MEN'S BAUER HOCKEY SKATES, sz. 12, \$20. 747-4304.

ALUMINUM STORM WINDOWS, 14/\$45. 432-1460.

'74 CAPRI, V6, 4 spd., stereo, needs tires, best offer. 486-3681.

SNOW CHAINS, 8/\$10, like new. 447-4066.

OLD KOMET SOUVENIRS - autographed stick, V-neck sweater, more. 484-1840, eves.

'72 VW for parts, many new items on car, a.m. or wkends. 486-6603.

17" MOTOROLA COLOR TV, prtbl, best offer. 424-7018.

SIX PANEL ORIENTAL ROOM SCREEN, approx. 6' x 8', \$295. 432-0731.

25' COLOR TV-CONSOLE; cub scout shirt; 2 keybrd organ; child Statler Bros. jacket, 489-3755.

SERVICE

CONTINUOUS GUTTER & SIDING, free est. 627-2429.

VIDEO & DJ, for weddings, parties, etc., Musicman. 447-4447.

SWEETCAKES THE MAGIC CLOWN SHOW, all ages, gorilla, bear, duck, rabbit. 745-1545.

KC & COMPANY BAND, music for all occasions, bookings anytime. 489-3704.

REPAIR & REMODELING HOMES & OFFICES, 20 yrs. experience. 426-0850.

CONCRETE CONSTRUCTION, basement repair/new work. 456-1187.

FOR RENT

MYRTLE BEACH, S.C., CONDO, 2 bdrms, 2 baths, indoor pool, near beach/golf. 1-216-526-1258.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

UPHOLSTERER, someone to sew covers for director's chairs, reasonable, 486-3901.

KITTENS, 2, 6-8 wks. old, yel., 1 male, 1 fe., 1 gray/yel mother cat. 639-3119, aft. 5.

FOUND

SET OF GM KEYS, outside of Bldg. 4, Ext. 2376.

GE Club Calendar

Ray Flischbach, manager 432-2953.

November

3 Pensioners' Euchre Club, 12:45 to 3:30 p.m.

7 Whizzers Square Dance, 7 to 11 p.m.

14 BINGO, 7:30 p.m.

21 Whizzers Square Dance, 7 to 11 p.m.

28 Bucks & Dears Square Dance, 7 to 11 p.m.

Weekly events

Mondays
Jazzercise, 5 to 6 p.m.

Tuesdays
Table tennis, 5 to 6 p.m.
Basketball, 6:30 to 9:30 p.m.

Wednesdays
Golden Squares, 12:30 to 3 p.m.
Jazzercise, 5 to 6 p.m.
Volleyball, 6:15 to 11 p.m.

Thursdays
Table tennis, 5 to 6 p.m.
Basketball, 6:30 to 9:30 p.m.

Fridays
Beginner square dance class, 7 to 11 p.m.

Elex calendar

October

29 Quilted Christmas tree skirt class (1 of 2), GE Club upstairs, 7 to 8:30 p.m.

November

3 Partizan meeting, Atz Ice Cream, Tilman Rd., 11:30 a.m.

5 Pen El Board meeting, 12 p.m.

In memory

September & October

Blaine D. Webster, 4113 S. Hanna. He retired from GE in 1981.

Barbara C. Daenell, 4421 S. Monroe. She retired from GE in 1972.

Robert E. Hirschmann, 316 S. Cornell Circle. He retired from GE in 1975.

James W. Boyle, 2434 Clara Ave. He retired from GE in 1982.

Alvin H. Voltz, 1314 W. Jefferson. He retired

from GE in 1975.

John H. Berger, Fremont, IN. He retired from GE in 1972.

Mabel M. Shinn, Keystone, IN. She retired from GE in 1968.

Friedrich G. Hofacker, 2026 Brown St. died Oct. 3. He retired from GE in 1965.

Walter F. Timbrook, Harlan, IN, died Oct. 4. He retired from GE in 1967.

Bank offers Christmas Clubs

Christmas Club accounts will be available from Fort Wayne National Bank beginning Monday, Nov. 2.

Christmas Clubs are a good way to put back money for Christmas a little bit at time. Money in these accounts receives the same interest rate as in regular savings accounts.

Payroll deduction for these and other Fort Wayne National accounts is available to GE employees. Visit the GE Building 21 FWNB branch to sign up for payroll deduction.

The last day to open Christmas Clubs will be Friday, Jan. 8, 1988.

Visit the
Building 21 branch

**FORT WAYNE
NATIONAL**
that's my BANK



*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Gast visit

Continued from page 1.

and other related cost," Rimes pointed out. "In other words, it's adding cost to your product. And the longer it sits, the greater the chance for quality mistakes to happen and the longer it takes to catch those mistakes."

On-time delivery important

Gast's efforts to reduce internal lead times increases the importance of on-time delivery from its suppliers.

"When we receive your product, it doesn't go into a warehouse for weeks on end; it goes directly into production," Vogie said. "Therefore, if you tell us we can expect shipment on a certain date, we need to bank on that. And if it arrives when you say it will but something is wrong with it (defects), we're no better off than if we had not received it at all."

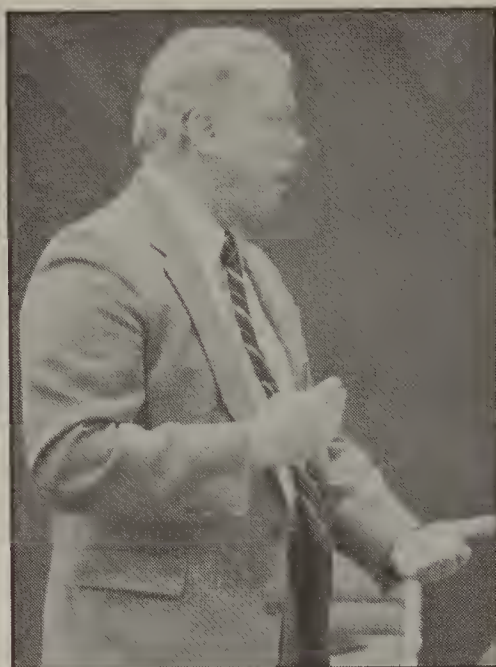
"I really can't stress enough how important it is that we be able to depend on you—it's absolutely critical."

Competitive price needed in current environment

The name of the game in today's competitive environment is providing the lowest possible cost for the best product, Rimes said.

"The markets for our products are extremely competitive, and we're feeling the same heat of competition you are," he said.

"We're taking a great number of



Don Rimes, Gast manager of quality and productivity improvements, tells how Gast measures its suppliers.

steps to reduce cost in our plants because that's what our customers are requiring us to do. Obviously, we have to demand the lowest possible price from our suppliers.

"If you are like me, you are sick of hearing about the Japanese. But the reality is, they're beating our socks off. Domestic manufacturers have no choice but to improve their quality and lower their cost if they want to survive against overseas competitors."

Reliable service

Reliable service means much more than just how long it takes to fix a

problem, Vogie noted. "Service means a lot of things, such as, how long does it take to get a quotation?, and how long does it take to get engineering information?"

"A lot of service problems aren't the plant's fault—they occur throughout a suppliers' organization. But we can't see inside your organization; we only know what you give us."

"Most of the problems we have with suppliers are not earth-shaking. But then again, it's not always the earth-shaking problems that hurt us. "We need suppliers who recognize and understand that they are an integral part of our manufacturing process."

Who's winning?

Based on Gast's criteria for decid-

ing which suppliers will survive, who's winning?

"To be honest," said Rimes, "you are up against some very tough competitors, among them Emerson and Franklin."

"We run into situations where one or the other of you gets a lead, and then the other one will do something to change our mind."

"If anyone has a head start and strong footing, it's you folks. We value very much the relationship we've had with GE over the years, and we'd like to see that relationship continue—provided that it continues to improve."

"What was good in the 1960s and '70s isn't good enough for today. We realize that we must continue to improve and that you too must continue to improve."

Competitors have lower labor cost

Don Rimes, Gast manager of quality and productivity improvements, mention two companies—Emerson and Franklin—as "tough" competitors GE is up against in the battle to remain a Gast supplier.

The GE News has asked Tom

Callant, Motor manager of Compensation and Benefits, to give an estimated hourly labor cost average for Emerson and Franklin and to compare those estimates to GE's average hourly labor cost. Here's what we found out:

	Pay only	Pay & Benefits per hour worked
GE	\$10.92	\$16.16
Emerson	\$7.20	\$10.15
Franklin	\$8.60	\$13.50

What was your impression of the Gast visit?



Liz Ferrell, assembler, Building 6-4

Gast was concerned about taking time off the floor for Working classes. GE had the same concern when we first started. It's something you can't know until you try it.

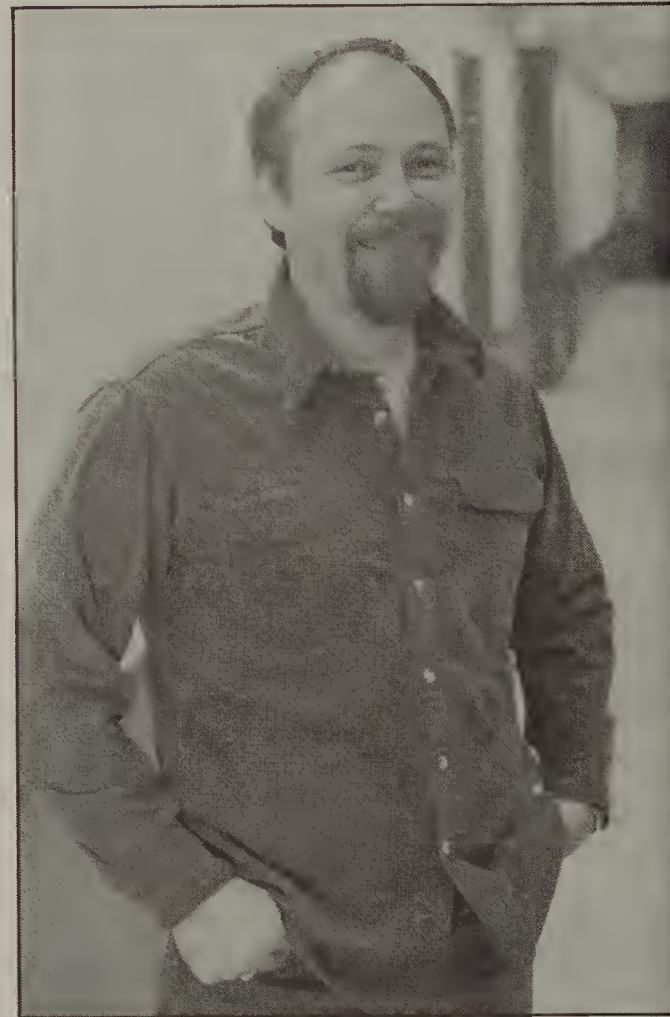
"Personally, I think it's something we should have tried here 20 years ago. Times have changed and you have to adapt."



Hardy Grant, lathe operator, Taylor Street

"They told us they were looking for the best quality at the best price. That was their main thing. If we give them that, we can keep their business."

"They were very impressed with our Self-Directed Workforce. They impressed me with the way they answered our questions."



Jim Schmitt, IAM Lodge 70 president

"It was nice to meet with them one-on-one. They were able to share their concerns with us, and we did the same with them."

"I think they were pleased with the way that people took a special interest in their (Gast's) product as it went down the line."



General Electric News

NOVEMBER 19, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 43

Wage discussions to resume at central location

GE and union representatives will meet at a central location for discussions on hourly an nonexempt pay and related matters.

In a letter sent to the company by IUE-GE Conference Board Chairman Joseph Egan, the union suggested that the meetings take place in Indianapolis, Ind. Egan said representatives of the Conference Board

and local union officials from Motor Business plants will participate, and representatives of other unions at Motor plants will be invited to attend.

"We hope that we can schedule the start of the Indianapolis meetings very soon," said John Hofmeister, manager of Relations for the Motor Business. "We understand and respect

the union's request to talk about these matters on a business-wide basis.

"The problem we are addressing --our \$56 million wage disadvantage versus Emerson -- affects the future of every employee in this business. It is essential to employee job security that we work to resolve this issue as

quickly as possible to ensure that the total business will be competitive in the 1990's."

Hofmeister said that company representatives will continue to meet with non-union employee groups to ensure that their ideas and concerns are effectively represented in a final plan.

Preferred Care of Indiana to terminate coverage Dec. 31

Intense negotiations with Blue Cross have taken place over the past several weeks in an effort to arrive at rates which would allow continuation of the Preferred Care program in 1988.

"Unfortunately, claims paid have substantially exceeded premiums GE has paid for Preferred Care," said Tom Callant, manager of compensation and health-care cost. "This is a continuation of the trend that was reported in the GE News in June."

Rates proposed by Blue Cross for 1988 exceed HMO reimbursement rates. HMO reimbursement rates are established company payments toward medical costs for employees choosing a program offered by a Health Maintenance Organization or preferred provider. The rates proposed by Preferred Care would have resulted in employee costs higher than Connecticut General, even with the difference in deductibles.

Blue Cross recognized that the rates needed in order to avoid continued losses would be unattractive to the vast majority of employees. Only the

10 percent of employees who exceeded the \$500 out-of-pocket costs would continue to have an advantage with Preferred Care. Therefore, they decided to terminate Preferred Care at the end of December. Those currently under Preferred Care will automatically be switched to Connecticut General effective Jan. 1, 1988.

Maxicare still available

Open enrollment period for Maxicare is set for Nov. 23 thru Dec. 10. Employees will receive a Maxicare brochure in the mail next week. Maxicare's monthly rates for 1988 are listed in the box accompanying this article.

Two key changes in the Maxicare program should be noted. First, the vision program (exams, lenses, frames), which has been in effect during 1986 and 1987, is being discontinued at a savings of \$11.31 per month in family premiums. Secondly, the Bluffton and Georgetown Caylor/Nickel Clinics are no longer a part of the Maxicare Pro-

gram. However, the total number of providers in both Fort Wayne and Bluffton has been increased.

If you would like a detailed comparison of benefits under Maxicare and Connecticut General, call Gloria Smith on ext. 3250.

Representatives of Maxicare will be available in cafeterias at the following times:

Taylor Street ACSD, Monday, Nov.

30, 11 a.m. to 1 p.m. and 3 p.m. to 4 p.m.

Taylor Street Motors, Tuesday, Dec. 1, 11 a.m. to 1 p.m. and 3 p.m. to 4 p.m.

Broadway Motors (Bldg. 8-1), Wednesday, Dec. 2, 11 a.m. to 1 p.m. and 3 p.m. to 4 p.m.

Specialty Transformer (Bldg. 26-4), Thursday, Dec. 3, 11 a.m. to 1 p.m. and 3 p.m. to 4 p.m.

Maxicare monthly rates for '88

	Single	Family
Maxicare premium	\$ 79.02	\$ 213.04
Estimated GE-HMO rate*	\$ 66.00	\$ 157.00
Employee cost - month	\$ 13.02	\$ 56.04
Employee cost - week	\$ 3.00	\$ 12.89

*Final rate available by March 1 - to be retroactive to Jan. 1, 1988.

EELP forms due in December

Employees' Educational Loan Program applications for the remainder of the academic year 1987-'88 are due Friday, Dec. 11. Motor and Transformer employees who want to take advantage of this program should do the following:

- Obtain an EELP application form. Forms are available from Personnel Accounting, Building 18-1; Broadway and Taylor Street plant benefits tables; and from Sharon Lynum, Bldg. 26-2.
- Complete the application and forward it to your Employee Rela-

tions manager no later than Dec. 11. The Relations manager will seek appropriate approvals and forward the application form through Personnel Accounting for processing.

ACSD employees should pick up their form in Employee Relations and return the completed form to Relations no later than Dec. 11.

Offered for full-time education

GE offers EELP to employees for themselves or their children for full-time higher education, day or even-

ing. Employees may borrow up to \$2,500 per student per year.

Employees can have a maximum outstanding of \$10,000 per employee borrower. Repayment begins immediately through payroll deduction with minimum repayment of \$300 per year per loan.

The current interest rate for the 1987-'88 academic year is 6.5 percent. Consult the benefits booklets or your Relations representative for more details.

Gates closed during holidays

All gates—with the exception of the Taylor Street and Broadway West gates—will be closed over the Thanksgiving holiday weekend. Gate times will be back on schedule beginning Monday, Nov. 30.

No GE News next week

There will be no GE News next week due to the Thanksgiving holiday. Employees have two paid holidays—Nov. 26 and 27—to enjoy.



The "Hoggs" won the regular season of the GE Softball League. Shown are (from left) Al Mullins, Bernle Ebetino, Bill Crawford, Art Godfrey, Jerry Goeglein, Charlie Elder, Mike Holbrook, John Menzies, Rick Kennedy, Wayne Cooper and Norm Pettyjohn. Not pictured are Greg Duvall, Jim Daugherty, Kent Adamson, Mike Marks, and Dave MacDonald.

Volunteer Fire Christmas Party reservations still available

Reservations are still available for the Volunteer Fire Department Christmas party to be held Saturday, Dec. 5 at the Southwest Conservation Club. The party begins with a 5:30 p.m. social hour, and dinner begins at 6:30 p.m. Those who would like to attend are asked to send \$5 to the address listed on the reservation coupon below. The \$5 will be refunded to you at the door. Those who make reservations but do not attend will not receive a refund.

Reservation for VFD Christmas Party

Name _____

Home telephone number _____

Enclosed is a \$5 reservation fee, which will be refunded to me at the door.

Please send this coupon along with the \$5 reservation fee to: Volunteer Fire Reservations, c/o Judy Adams, GE, P.O. Box 2206, Fort Wayne, IN 46801.

Adlets

RIDE WANTED

WAPPES RD., CHURUBUSCO, to High St., Ft. Wayne, 1st shift, will pay, 693-2779.

GE Club calendar

- December
- 1 Pensioner's Euchre Club, 12:45 to 3:30 p.m.
 - 5 Whizzers Square Dance, 7 p.m. to 11 p.m.
 - 6-12 Weekly activities cancelled.
 - 8 Pensioner Potluck, 11:30 a.m.
 - 12 BINGO, 7:30 p.m.
 - 19 Whizzers Square Dance, 7 to 11 p.m.
 - 24 No table tennis, basketball.
 - 26 Bucks & Dears square dance, 7 to 11 p.m.

FOR SALE

- SOFA & CHAIR**, navy/brwn/rust/beige, \$350, 493-4612 after 5 p.m.
- LADIES WINTER COAT**, long, sz. 9 to 12, new, 424-2993, 1 p.m. to 9 p.m.
- HOCKEY SKATES**, Bauer, sz. 12, 747-4304.
- PIANO**, Kohler & Campbell, w/bench, console, excellent cond. 432-8109.
- DOWNHILL SKIS**, Olin 175 cm., Rossignol 180 cm; boots (8 1/2 w, 9m); poles; bindings. 456-9882.
- GAS STOVE**, 30", white, double oven, \$60, 747-5730.
- '76 CHEVETTE**, 2 dr., manual, good cond., \$525, 483-2027.
- '80 FAIRMONT PARTS**, doors (4dr), seats, misc., 432-2123.
- BOX SPRING & MATTRESS**, single, clean, \$15, 426-2357.
- REBUILT BICYCLES**, your choice, \$25, 447-2280.
- MEN'S TOP COAT**, tan, w/liner, med., \$30, 745-0062.
- ELECTRIC FURNACE**, forced air, a.c. coil, \$100; GE refrigerator, 12 C.F., white, \$75, 486-3751.

- SNOW THROWER**, elect. start, good cond., \$160, 744-4480.
- MOTOR HOME**, '76 Sportscoach, 30', 454 Chevy, \$18,500, 432-7197.
- V.W. TIRES & RIMS**, fit '69-'74, cheap, 428-2808.
- '78 CHEVY IMPALA**, excellent cond., low miles, \$1,400, 432-2891 after 6 p.m.
- FURNACE SQUIRREL CAGE**, w/blower motor, \$25, 432-5453.
- WORK BENCH TOOLS**, some elec., saw, sander, others, 447-4066.
- '71 OLDS 88**, great winter car, strong motor, new tires, rusty but reliable, 485-0825.
- MATCHING APPLIANCES**, side by side refrig., dishwasher, dble oven, cook top & hood, 456-1526.
- MEN'S BIKE**, 3 spd., Bridgeston, baby carrier, excellent cond., 432-6632, \$50 after 6 p.m.
- '76 CAMARO**, excellent cond., some rust., \$1,500, 485-1101.
- TRUMPET**, good cond., reasonable price, 637-5320.
- '77 PLYMOUTH**, Fury Sport, good cond., \$850, 423-4323.

WANTED

SQUARE DANCE CLOTHING, for new s.d. class members, 432-1677.

LIONEL & AMERICAN FLYER TRAINS, any cond., 1-724-8011.

FOR RENT

STORAGE, car or boat, now thru may, \$50, Decatur north side, 219-724-7933.

LOST

BLACK KITTEN, female, GE parking lot, Swinney Ave., 745-0897.

SERVICE

- SWEETCAKES THE MAGIC CLOWN SHOW**, all ages; or gorilla, bear, duck, rabbit, 745-1545.
- CHAIR RE-CANNING**, professionally done at reasonable price, 219-623-3593.
- CONTINUOUS GUTTER & SIDING**, free est., 627-2429.

BINGO SCHEDULED

GE Club BINGO will be played on Saturday, Dec. 12, beginning at 7:30 p.m.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

- INDICATE TYPE OF AD HERE:
- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Bowling scores

Apparatus League

Nielsen	632, 210, 224.
Hahn	610, 229, 210.
Scherer	221.
D. Slater	218.
T. Slater	217.
Schnepp	216.
Haines	214.
Fosnaugh	212.

Small Motor

Engel	234.
Lockwood	226, 215.

GE Office

Miller	236.
Grote	233.
Franklin	218.
Haines	212.
Fuson	210.

Friday Nite Ladies

Gerdorn	537, 221.
Boggs	523, 193, 191.
Treesh	511.
Papen	505, 203.
Anderson	194, 193.
Braden	193.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801

Managers attend training on performance appraisals

"Employees want involvement and need feedback on their performance," David Genever-Watling, Motors vice president, said to groups of managers this week. The managers have been involved in training for the performance appraisal portion of the Performance Measurement System that was initiated earlier this year.

The training instructs managers on how to accurately and fairly measure exempt employees' contributions toward meeting Motors' business goals.

"Improving our performance must begin at the individual level. The Performance Measurement System focuses employees' efforts on objectives important to the business. Through involvement and feedback, everyone will understand his or her expectations,"

Genever-Watling said.

Managers, employees participate

Over the coming months, managers and their employees will together discuss their performance for the year 1987. They will decide how well the employee met or exceeded his or her goals for the year. Employee goals were mutually agreed upon earlier this year by managers and employees.

"The performance appraisal process will be a change for many employees," said Mike Humenik, manager of organization and staffing.

"This system is different from those used in the past in that it is a participative approach which requires the involvement of both the manager and employee."



David Genever-Watling, Motors vice president, speaks to managers on the topic of performance appraisals.



General Electric News

NOVEMBER 12, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 42

Life after GE: Employment beyond Housewares sale

GENERAL PERIODICALS
NON-CIRCULATING

Former Housewares employee gives first-hand account

Jerry Smolek, manager—programs and practices, Motor Relations Operation, joined this business in 1984 after having worked for the GE Housewares and Audio Business division. His last six months on that job were the period after the announcement of the sale of GE Housewares to Black & Decker. GE sold that business due to many business problems similar to those faced by Motors today. The GE News interviewed Smolek to find out more about the sale.

GE News: How did the Housewares people feel about the sale of their business?

Smolek: "There were an array of feelings: shock, anger, betrayal, anxiety, fear..."

"The news really came as a surprise. People didn't believe the Company would sell a business which had been part of GE for more than a half century. After all, many of those people's entire working careers were in the GE Housewares business. They felt that toasters, coffee pots and can openers were one of the hallmarks of GE."

"I worked with people in the Sales, Distribution and Product Service groups, which served Housewares and Audio Products. These people, including myself, didn't know if we would become Black & Decker employees or remain with GE. Between

'I received many phone calls from people who had spent their entire careers with GE and wanted to stay.'

the announcement and the closing of the sale, I received many phone calls from people who had spent their entire careers with GE and wanted to stay."

GE News: What were the employees concerned about?

Smolek: "They wondered what their compensation and benefit package would be. Would they take pay cuts with the new owner? Did Black &

Continued on page 4.



Jerry Smolek, programs and practices manager, Motor Relations Operation, talks about the sale of GE Housewares.

Vacation Banking decision required soon

If you're eligible for the Savings & Security Program's Vacation Banking Arrangement in 1988, November is the month for making your decision on whether or not to "bank" part of next year's vacation.

The deadline for your decision is Monday, Nov. 30. Motor and Transformer employees who want to bank vacation time must return their election form to Personnel Accounting, Building 18-1, no later than the deadline date.

Who is eligible?

Employees who are eligible for more than three weeks of vacation as of Jan. 1, 1988, can bank vacation days. The Vacation Banking feature of S&SP allows you to bank some or all of your vacation in excess of three weeks.

For example, if you're entitled to five weeks' vacation as of Jan. 1, 1988, you can bank from one to ten days (as much as two weeks). If you have six weeks' vacation, you can bank as much as three weeks (1 to 15 days).

Gross pay is banked

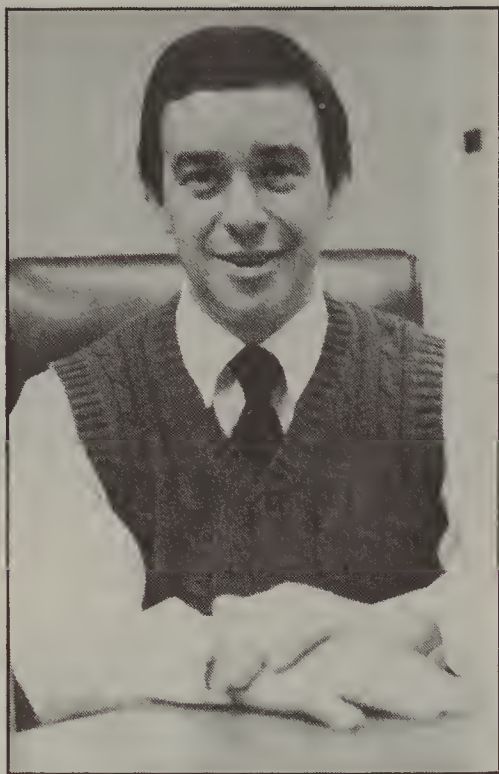
When you "bank" days, you agree to give up the time off from work represented by those days and to work instead. In return, GE puts your gross pay for those banked vacation days into your personal Retirement Option Account in the Savings & Security Program.

For example, if your pay rate this Dec. 31 is \$500 a week and you bank five days of your 1988 vacation eligibility, \$500 will go into your Retirement Option Account. There will be no deductions from this \$500. You will also get paid in 1988 for the week you work.

Investment choices

The banked vacation pay is invested in the S&SP security of your choice—GE Stock shares, S&S Mutual Fund units, Long Term Interest Fund units, Money Market Fund units, or U.S. Savings Bonds. Like all securities in S&SP, these investments accumulate income over the years through either interest or dividends. This income isn't taxed while it is held in S&SP.

Vacation Banking investments are paid out with other S&SP holdings when you retire or otherwise leave GE's employment. You can withdraw



Jim Nord, systems analyst in Advanced Requisition Engineering Systems, believes strongly in Vacation Banking. "I was raised with the concept of saving money whenever the opportunity presented itself. Vacation Banking is that opportunity," Nord said. "I never get my hands on the money I put into Vacation Banking—it's out of sight and mind. With my job, I'm not sure I could get in all five weeks of my vacation. I might as well get paid twice for the vacation time I'm not taking. The nice thing about it is that I have the option to choose each year how much vacation I want to bank. Later in life, as my kids grow up, I may choose to bank more vacation. Or if a good opportunity for a nice vacation presents itself, I might take more of the time I'm entitled to."

Vacation Banking money while you're still actively at work for certain reasons that are specified in the S&SP section of your benefit booklets, such as for college-education expenses.

Tax changes affect decisions

GE benefits experts point out that recent changes in the tax law will be a factor for some employees in determining how much can be banked.

Beginning this year for GE employees not in collective bargaining units and in 1989 for those in bargaining units, the Tax Reform Act placed new limits on additions that can be made to an employee's qualified retirement plan. As defined under the law, the GE Savings & Security Program and the GE Pension Plan are both considered to be retirement plans.

The law limits total additions to these plans to 25% of an employee's taxable compensation. Additions include:

- Regular matched and unmatched employee savings in S&SP
- Deferred Pay Account savings in S&SP
- GE's matching payments under S&SP

Club offers free square dance lessons to employees, retirees and guests

The GE Club offers free square dance lessons to employees, retirees and guests.

The lessons are from 1 to 3 p.m. on Wednesdays. GE pensioner Carl Brandt and members of the Golden Squares Dance Club teach the lessons.

"We teach a Community style of square dancing at a pace that's enjoyable for all," Brandt said.

"Many people aren't aware of the mental and physical exercise they can get from square dancing," he continued. "We have many participants who say square dancing gives them energy and makes them feel good."

Brandt points out that the exercise in two hours of square dancing is equivalent to the benefits gained from jogging four miles.

"We do a lot of twisting, turning and moving."

Non-GE guests of employees and retirees are also welcome to attend the square dancing lessons for a nominal fee.

After five lessons, participants may join the Golden Squares in performances at nursing homes, the Blind League and other events.

For more information on square dancing call Brandt at 432-1677.

Banking arrangement

Employees who have made unmatched additional savings of 5% to 10% of their earnings in 1987 could find they will exceed the limits when they make Vacation Banking elections this month. Since the elections for banking next year's vacation are made in 1987, the additions will count against the 1987 limits.

Of course, any banked vacation that exceeds the Tax Reform Act limits on additions to pension plans will not be lost, but may be taken as regular vacation.

A worksheet for calculating the limits is available to Motor and Transformer employees, in the Bldg. 18-1 Personnel Accounting office and at the Broadway and Taylor Street plant benefits tables. Those who participate in additional savings may want to complete this worksheet before submitting their form.

Vacation Banking forms have been sent to all those eligible. If you think you're eligible but haven't received a form, check with your Employee Relations manager. Additional information on Vacation Banking is explained in the GE benefits booklets.

- Employee contributions to the GE Pension Plan
- Money added under the Vacation

Facts about Vacation Banking

Here is a brief summary of the highlights of the Vacation Banking Arrangement feature of the Savings & Security Program. The GE benefits booklets give more details.

- Employees eligible for more than three weeks of vacation as of Jan. 1, 1988, can "bank" vacation days next year.
- Vacation Banking allows you to bank some or all of your vacation in excess of three weeks.
- Vacation is banked in days. The minimum amount that can be banked is one day.
- The gross pay for the days banked is invested in the S&SP security of your choice on Jan. 1, 1988.
- It is not necessary to be a current participant in S&SP to use Vacation Banking. If you elect Vacation Banking, an S&SP Retirement Option Account will be opened for you.
- Once you've made your decision regarding Vacation Banking, you can't change your mind after Nov. 30. Government regulations don't permit a change.
- If you banked some of your 1987 vacation time, you still must indicate your decision for 1988. To bank 1988 vacation days, you must fill out and return an enrollment form by Monday, Nov. 30.
- Shortly after you enroll for 1988 Vacation Banking, you will receive a receipt acknowledging your decision and your investment choice.
- Tax law changes could affect the Vacation Banking eligibility of some employees who have made unmatched additional savings of 5% to 10% of their 1987 earnings. A worksheet for calculating the limits is available to Motor and Transformer employees, in Personnel Accounting, Bldg. 18-1, and at the Broadway and Taylor Street plant benefits tables.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL  ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Volunteer Fire Christmas Party set

Present and retired members of the GE Volunteer Fire Department are invited to a Christmas party on Saturday, Dec. 5 at the Southwest Conservation Club.

The party begins with a 5:30 social hour, and dinner begins at 6:30 p.m. Members are asked to send \$5 to the address listed on the reservation coupon below. The \$5 will be refunded to you at the door. Those who make reservations but do not attend will not receive a refund.

For more information, call Judy Adams on ext. 3366.

Reservation for VFD Christmas Party

Name _____

Home telephone number _____

Enclosed is a \$5 reservation fee, which will be refunded to me at the door.

Please send this coupon along with the \$5 reservation fee to: Volunteer Fire Reservations, c/o Judy Adams, GE, P.O. Box 2206, Fort Wayne, IN 46801.



health tip

Cut calories the sensible way

It is estimated that 95 percent of the 40 million Americans on weight-loss diets will regain their weight within a year. Most dieters fail because they lack basic knowledge about caloric needs.

The following is a list of some do's and don'ts to help lose weight and keep it off:

- **Do avoid fat.** Fat has more calories per gram than either complex carbohydrates or proteins. What's more, dietary fat is converted more easily into body fat than these other food components.
- **Do exercise.** Cardiovascular activity (aerobics, running, biking, swimming, etc.) is key to burning calories.
- **Don't go on fad diets.** Unbalanced diets, maintained over time, can harm you. All diets should include a balance

of dairy products, vegetables, fruits, breads, cereals and meats.

- **Don't starve yourself.** Consuming less than 1,000 calories per day will slow your metabolism and reduce the rate at which you burn calories. To lose weight, women should consume between 1,000 and 1,200 calories per day, and men between 1,200 and 1,500.
- **Don't deprive yourself of favorite foods.** What you deprive yourself of today, you may replace with twice as much tomorrow. Practice moderation and budget your calories.
- **Don't consider alternative sweeteners as a license to indulge.** While they do help cut calories, they don't burn them up. A sugar-free soda at lunch doesn't make room for an ice-cream sundae after dinner.

Making use of simple tips like these can ease and improve weight loss.

Adlets

FOR SALE

'86 **BLAZER**, good condition, low mileage. 1-419-263-2079, aft. 5 p.m.

CHRISTMAS TREE, 6', wht, flocked, used once, very nice. 489-0503.

FLEECE LINED JACKETS, new: men's sz. med.; ladies sz. ex. lg., \$20 ea. 432-4268.

REYNOLDS ALUMINUM EXERCISER TREADMILL, \$35. 424-2343.

DOUBLE DEPTH CEMETERY LOT, Covington Mem. Grdns, complete. 1-897-2322.

TIFFANY LAMP w-companion tulip lamp, both for \$125. 749-8445.

LINDENWOOD CEMETERY, Garden of the Cross, 2 lots. 747-0846.

WATER SOFTENER, like new, \$250, aft. 5 p.m. 747-9352.

'87 **TERRY TRAVEL TRAILER**, basement mdl, 28', like new. 657-5681.

PREHUNG WOOD FRONT ENTRY DOOR, alum. storm door. 637-3000.

TIRES, 2, B78-13, Goodyear sub studs, poly cord on Monza whls, \$30. 745-9058.

ARTIFICIAL CHRISTMAS TREE, grn, 6', \$25. 483-7037.

TWIN MATTRESS & BOX SPRINGS, A-1 cond., \$25. 747-4817.

'74 **DATSUN B-210**, 68,000 miles; call aft. 6 p.m. 493-4188.

48" ROUND MAPLE DINING TABLE w-2 lvs.; 26" console color TV. 1-925-0221.

SWIMMING POOL ACCESSORIES: slide, dvg board, skimmer, ladder, hose, etc. 489-3844.

2 SHOT GUNS, look new, 485-2553, eves.

7 KITTEN, Himalayan Perison, white, \$200, 424-5700 after 4 p.m.

FOLDING ROOM SCREEN, older oriental, 6 panel, 6' x 8' \$295, 432-0731.

SUZUKI SHUTTLE FA50, 520 mi., trunk & helmet, \$400, 432-9859.

ELECTRIC DRYER, Sears, Almond, used 1 month, \$275, 749-7324 after 6 p.m.

NISSAN TRUCK, '87, new cab, pwr brk, 10,000 mi, best offer, 744-4400.

CAR RADIO, Panasonic AM/FM, 745-7625.

'85 **CANOE**, Sea Nymph, flatback w/oars, \$300, 447-2328.

MAPLE TRENDLE BED, good cond., \$30, sleeps one or two, 489-9562.

7 KITTENS, Himalayan Persian, white, \$200,

WANTED

FOLDING BABY HIGHCHAIR. 747-4304.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SERVICE

VIDEO & DJ FOR WEDDINGS, partie, all occasions, Musicman. 447-4447.

WINTERIZING, 20 yrs. of experience. 426-0850.

PROFESSIONAL TYPING, quality term papers, resumes, etc. 637-2702.

CONCRETE CONSTRUCTION, basement repair or new work. 456-1187.

Feel good
again

Problems don't solve themselves.
Ask for help from your Employee Assistance Program.

GE Club Calendar

Ray Fischbach, manager 432-2953.

November

14 **BINGO**, 7:30 p.m.
21 Whizzers Square Dance, 7 to 11 p.m.
28 Bucks & Dears Square Dance, 7 to 11 p.m.

Weekly events

Mondays
Jazzercise, 5 to 6 p.m.

Tuesdays
Table tennis, 5 to 6 p.m.
Basketball, 6:30 to 9:30 p.m.

Wednesdays
Golden Squares, 12:30 to 3 p.m.
Jazzercise, 5 to 6 p.m.
Volleyball, 6:15 to 11 p.m.

Thursdays
Table tennis, 5 to 6 p.m.
Basketball, 6:30 to 9:30 p.m.

Fridays
Beginner square dance class, 7 to 11 p.m.

Elex calendar

November

12 Knit class continued, GE Club upstairs, 6:30 to 8:30 p.m.
14 Frankenmuth bus trip
16 Honorettes Mtg., Salem United Church, 1 p.m.
17 Elex Board Mtg., 4:45 p.m., Elex Office.
17 Elex Committee Mtg., 7:30 p.m., 18-1 Conf. Rm.
18 El Par Mtg., Grabill Barn, 11:30 a.m.
19 2nd Shift Lunch, Georges, "Color Me Beautiful," 11:30 a.m.
20 Quintus Chapter Mtg., Hessen Cassel Library, 1 p.m.

December

4 Quintus Executive Board Breakfast, Hall's Guest House, 9:30 a.m.
6 Elex Christmas Program, GE Club Auditorium, 2 p.m.
7 Honorettes Mtg., Salem United Church, noon
7 Paint Class, rub-out-new design, Bldg. 18-1 Conf. Room, 6 to 9 p.m.
9 Pen El Christmas Installation & Party, Lester's Party Room, 11:30 a.m.
15 Partizan Social Mtg., Hall's Guest House, Christmas Party, noon

Visit the
Building 21 branch

FORT WAYNE NATIONAL
that's my **BANK**



In memory

Vern A. Krohn, Trumann, Ark., died Sept. 23. He retired from GE in 1958.
Bessie M. Selby, 3302 MacArthur Dr., died Oct. 30. She retired from GE in 1974.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Housewares

Continued from page 1.

Decker have the same insurance or medical benefits? Did they have the same pension plan? Did they have a savings program? Did they have the same life insurance? Did they have a dental plan?"

GE News: Did Black & Decker have the same benefits?

Smolek: "Most employees I talked to felt the Black & Decker benefit package was not as good."

GE News: Were there any other concerns from employees?

Smolek: "They were concerned about where their jobs would be located. For example, would the Housewares headquarters be moved to Towson, Maryland, where the Black & Decker headquarters is located?"

"And they were extremely concerned about job security. They were worried about layoffs, downsizing, plant closings and the like under Black & Decker."

GE News: Were the job security issues real?

Smolek: "Yes. Black & Decker had to take necessary actions to be competitive. They reduced the salaried workforce by 20 percent. The Ashboro, N.C., plant agreed to significant concessions in the areas of wages, benefits and practices. Since that time, hourly employment has increased by more than 25 percent."

"The Brockport, N.Y., plant closed, eliminating the jobs of 800 people. I don't know what those people are doing now. The Allentown, Pa., plant closed too, eliminating the jobs of 1,000 people. I am especially concerned about those folks. The Allentown community seemed to have more than their share of non-competitive businesses. For example, during this period Mack Truck consolidated and moved many of the jobs out of the area."

"If we collectively can't compete in our industries, we stand to lose a lot."



That was the important lesson I learned from that experience."

GE News: Why was the Housewares business sold?

Smolek: "The business wasn't competitive. At the time of sale, it was earning less than half the company average, and it was heading down toward break-even."

GE News: What kept Housewares from being competitive?

Smolek: "There were a number of factors. Among the most significant were a competitive hourly wage disadvantage, high salaried base costs and excess capacity. Sound familiar?"

'...My former co-workers at Housewares would agree that we would have appreciated the same opportunity to save our business as the Motors people have today.'

GE News: What had the management team done about these problems?

Smolek: "We were manufacturing many products offshore with lower labor costs; we implemented salaried base cost reductions; we closed a plant in California..."

"With all of those actions, we managed to stay in the ballgame for a little while."

GE News: Did you address the competitive wage disadvantage directly?

Smolek: "No. We had a lot of products sourced from overseas which

lowered our production cost. But we did not directly tackle the issue of high domestic labor cost in our plants."

GE News: Why didn't you?

Smolek: "I don't know. Perhaps we should have. Perhaps the Allentown and Brockport people would still have GE jobs, and Housewares would still be part of the GE portfolio."

GE News: Why would a company, such as Black & Decker, buy a business which seemed to be non-competitive?

Smolek: "When you have the largest market share, cost-effective manufacturing facilities off-shore, established marketing and distribution channels and a competent workforce, there are buyers out there—people who will fix the remaining problems. Those people are not tied to the existing labor agreement, benefits packages or work practices."

GE News: Would you want to go through that again?

Smolek: "Absolutely not. The uncertainty is unreal. It was extremely traumatic for everyone."

"I can say from experience that I would much rather be in a business that is competitive, because that's the kind of business that survives. I think my former co-workers at Housewares would agree that we would have appreciated the same opportunity to save our business as the Motors people have today."

GE News: Why didn't you go to Black & Decker?

Smolek: "I was one of the people who had a choice between staying with the Consumer Electronics Business or joining Motors. Consumer Electronics was not a core business Motors was. I chose Motors. I saw an opportunity to help fix a business, not close one. I hope I continue to have that opportunity."

Employees reminded of severe weather procedures

This winter will be colder than normal with quite a bit more snow than last year. That's the forecast from Meteorologist Rich Knight of TV 33 and WAJI Radio.

"In addition, I expect to see a lot of high winds. I'm not looking for a mild winter," he said.

With that in mind, it's probably not too soon to be reminded of the Fort Wayne GE severe weather policy. Employees should be aware of this policy and know which radio and television stations to tune in for information regarding GE production changes.

Normally, GE employees are expected to work on days when it is snowing, but emergency action may be necessary when abnormally severe conditions occur.

Here's what to do if severe weather strikes:

- **Motor and Transformer produc-**

tion employees—When a significant number of these employees are unable to report to work, normal production operations cannot take place. In this case, the message will be released to radio and TV stations that "Fort Wayne GE production workers should not report." If there is no such announcement, production employees will be expected to report at the beginning of their regular shift.

- **Wire Mill and ACSD employees**—The Wire Mill, which is a continuous-shift operation, and the Aerospace Controls Systems Department will continue production operations during weather emergencies. Employees will be expected to report to work if they can do so safely.

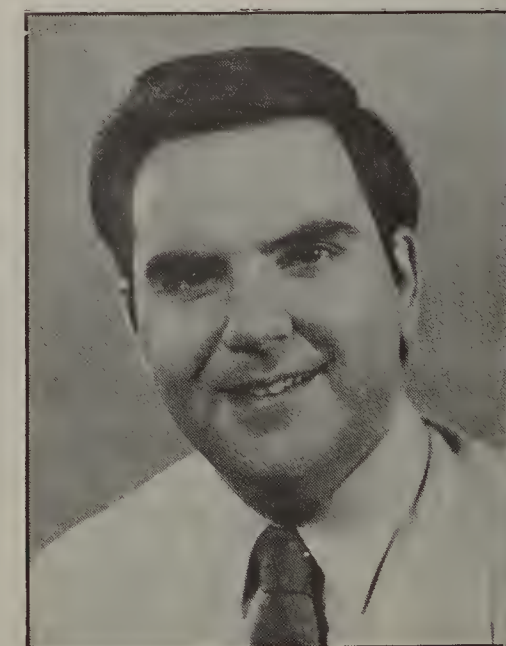
- **Other hourly employees**—Certain hourly work, such as tool room and maintenance work, can take place even when production operations are suspended. Employees in these classi-

fications will be advised by their managers that they should report to work if they can do so safely.

- **Update telephone numbers**—All employees are encouraged to inform their supervisors of any changes in their telephone numbers in case such weather emergencies occur.

- **Salaried employees**—Since production shutdowns seldom prevent salaried personnel from performing their work, they are expected to report—if they can do so safely—even when it is announced that production workers should not report.

- **Tune in**—AM radio stations asked to make GE weather-related announcements include: WOWO 1190, WQHK 1380, and WGL 1250. FM stations are WMEE 97.3, WBTU 93.3, WAJI 95.1, WEZV 102 and WBNI 89.1. Announcements also go to television stations WPTA Channel 21, WKJG Channel 33 and WANE Channel 15.



Rich Knight



General Electric News

DECEMBER 3, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 44

GENERAL PERIODICALS
NON-CIRCULATING

SDW, SPC and cycle reduction under one umbrella

Contemporary Management Concepts tie three manufacturing elements together

Self-direction. Statistical Process Control. Cycle-time reduction—these thrusts are all intended to strengthen the competitiveness of GE Motors.

But which one takes priority in the plants? That question has been asked many times by both managers and employees.

"The answer is that all three of these concepts—Self-direction, SPC, and cycle-time reduction—should be equal priority in all of our plants," says Ed Schenck, Motor manager of Commercial and Industrial production. "These are the three elements which make up our Contemporary Management Concepts (CMC)."

CMC driven by need to reduce waste

CMC is driven by the competitive need to eliminate waste (anything that does not add value to the product) in the business. Of particular importance is the need to eliminate wasted time, beginning with the customer's order until the time the motor is delivered. Therefore, cycle-time reduction is critical.

"But you must realize," said Schenck, "that we can't reduce cycle time with-

out first improving quality (He points out that the majority of delivery misses in manufacturing are attributed to quality problems.). And we can't improve quality without first involving employees. That's why we've included Self-Directed Workforce, Statistical Process Control and cycle-time reduction under the CMC umbrella."

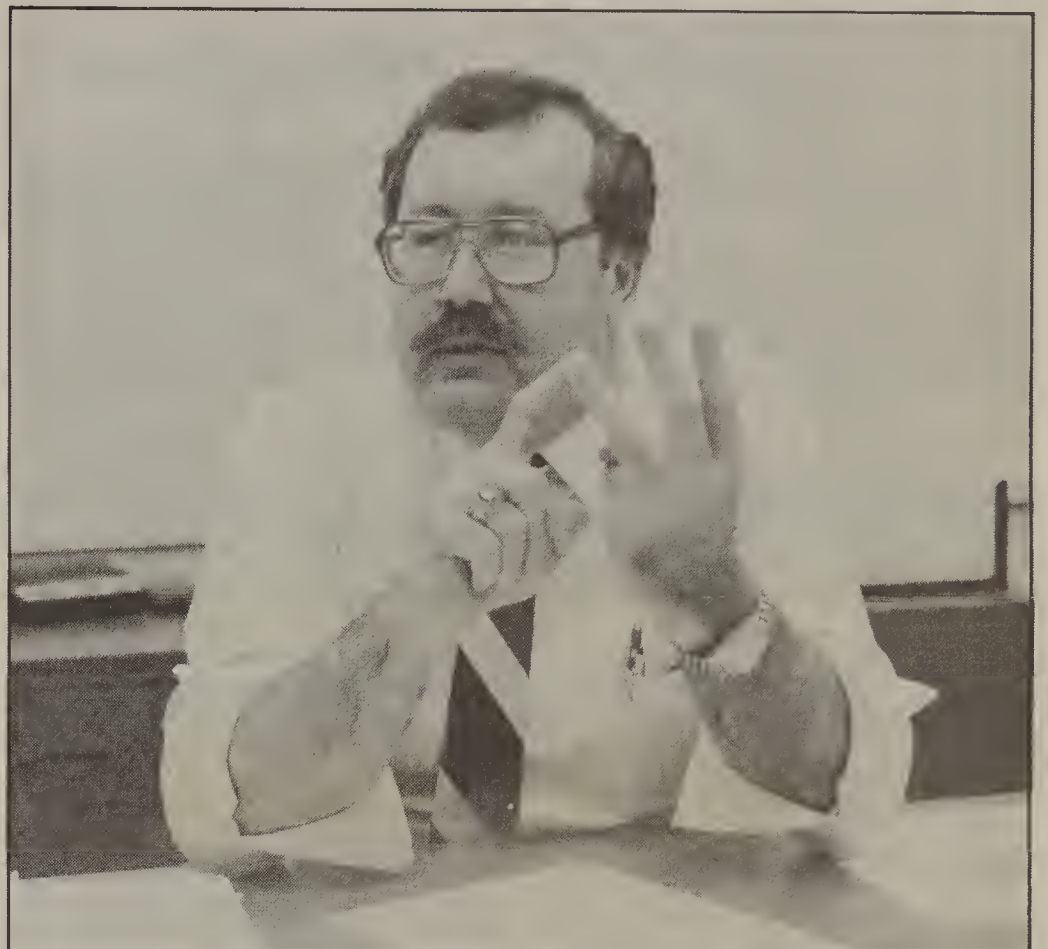
The seeds have been planted

Each plant has been introduced to these concepts, beginning first with SDW, followed by SPC, followed by cycle-reduction.

"The seeds have been planted," Schenck said. "Now we must concentrate on the growth of these concepts in our manufacturing process and throughout our other business functions. The fierce competition we face will not allow us to sit on what we've learned. We've got to improve quickly. We have to make strides daily. There isn't time to stand around and pat ourselves on the back for what we've accomplished so far."

Three Motors' plants are currently test sites for identifying the best methods for facilitating the growth of

Continued on page 4.



Ed Schenck talks about the three legs of Contemporary Management Concepts.

Pay rates increase for many Dec. 28

This year's second cost-of-living adjustment will be made to hourly and nonexempt-salaried pay rates in Fort Wayne effective Dec. 28. Hourly rates will go up 18 cents, while nonexempt-salaried rates increase \$7.20 per week.

"This expected increase was factored into our planning when we initiated discussions on the \$2 per-hour pay reduction," said Bill McShain, manager of Motor Manufacturing Relations. "Hourly and non-exempt-salaried employees here will receive the cost-of-living adjustment. Any action the company would take on the proposed \$2 pay reduction in Motors and Transformer would be based on pay rates after the 18 cents increase."

While 18 cents per-hour may sound small on the surface, McShain noted that it will cost the business nearly

\$3 million annually.

"However, I still feel strongly that the \$2-per-hour reduction—combined with improved practices and continued support from our offshore manufacturing facilities—will be enough to put our businesses in a good competitive position for the 1990's. It will enable Motors and Transformer to provide good manufacturing jobs with good pay and a solid benefits package," said McShain.

Adjustment based on Consumer Price Index

The size of the adjustment was determined recently when the federal government reported October's Consumer Price Index (CPI) for urban wage earners and clerical workers.

Under the contract negotiated by the company and the union in 1985,

this year's total cost-of-living payment is based on the rise in this index from October '86 through October '87.

Over that 12-month period, the CPI rose 4.98 percent. Because the formula provides a one-cent-an-hour increase for each full 0.15 percent rise in the index, the total cost-of-living pay increase in 1987 is therefore 33 cents for hourly rates and \$13.20 for nonexempt-salaried weekly rates.

Of this total, 15 cents were added June 29 to hourly rates and \$6 to weekly nonexempt-salaried rates—leaving a balance of 18 cents to be added Dec. 28 to hourly rates and \$7.20 per week to nonexempt-salaried rates. There was also a three percent general increase last June in these pay rates.

In 1985 the rates of many jobs

were boosted by a wage-structure modification, and there was a lump-sum payment of 3% plus a four-cents-per-hour cost-of-living payment. In 1986 there was a three percent general increase and a six-cents-an-hour COLA payment.

Pay highest in industry

"It's no secret that we pay the highest hourly wage in our industries," said Tom Callant, manager of compensation and benefits. "The December increase certainly will not help our competitive position. However, it has always been our intention to honor the delivery of the 1985-'88 wage agreement increases until a new rate structure—tailored specifically for Motors' and Transformer's competitive needs—is reached."

9.0% is announced rate for 1988 HP Fund

An expected annual interest rate of 9.0% for 1988 savings under the Savings & Security Program's Holding Period Interest Fund (HP Fund) was announced last month.

Employee savings and GE matching payments invested in the HP Fund during 1988—whether placed in regular savings or the Deferred Pay Account—will receive the new expected 9.0% annual interest rate. This rate applies for the entire holding period for 1988 HP Fund investments. In addition, the interest earnings credited in 1988 for HP Fund savings of any previous years will be reinvested at the 1988 rate of 9.0%. The holding period for 1988 S&SP savings ends Dec. 31, 1991.

Tom Burns, GE's manager of Corporate Employee Benefits, explained that HP Fund savings invested in years before 1988 will continue to earn interest at the rates applicable to those years. Expected annual interest rates for prior investment years compared to the actual year-to-date earned rates through October 1987 are shown in the box above.

The S&S Program provides that if the actual rate of interest varies from the announced rate for a particular year, HP Fund investments for that year will receive the actual rate earned. "It is not necessary to file a request

Investment Year	Expected Rate	Y-T-D '87 Earned Rate
1984	12.75%	13.1%
1985	12.50%	12.8%
1986	9.50%	10.6%
1987	8.50%	9.0%

to keep your savings going into the HP Fund if you are already investing in the fund," Burns explains. "Your investments will continue going into the HP Fund and will automatically receive the new 9.0% rate unless you file an S&SP change of investment form."

'88 investments not affected by tax reform

Burns said that provisions of the Tax Reform Act of 1986, which will require changes in the design of retirement plans like S&SP, do not affect the S&SP investment choices available to employees in 1988. In addition to the HP Fund, employees can elect investments in GE Stock, the S&S Mutual fund, and U.S. Savings

Bonds. "As we indicated earlier this year, in order for the IRS to continue treating a plan like S&SP as a 'qualified retirement plan,' we will have to make some changes in plan design. Since we have until the end of 1988 to do this, there is no effect on the S&S Program and its investment choices next year."

To change investments, or to enroll in S&SP, Motor and Transformer employees should obtain a request form from Personnel Accounting, Bldg. 18-1. After completing the form they should return it to Personnel Accounting. S&SP enrollment and change-of-investment forms are available from the same office.

ACSD employees may get their forms from Employee Relations and return them there.

How to discontinue Maxicare coverage

Employees who currently participate in the Maxicare program but would like to discontinue that coverage for 1988 should obtain a GE Connecticut General Insurance form from Personnel Accounting, Building 18-1, and complete it. ACSD employees should get their form from Employee Relations.

Be sure to indicate whether you want employee coverage only or employee and dependent coverage.

Turning in your form by Dec. 10 will enroll you in Connecticut General as of Jan. 1, 1988.

Employees currently enrolled in Preferred Care need not fill out a form to switch to Connecticut General in 1988. Those employees will automatically be switched, as Preferred Care will not be offered in 1988.

Elex sponsors New Orleans trip

Elex invites employees, retirees and guests to join them on board Amtrak's "City of New Orleans" for journey to the city of jazz. The tour begins April 30 thru May 6.

Call 428-3240 for reservations.

Benefits Q&A

Why Maxicare and not Preferred Care?

Q. We've been told that Preferred Care is not being offered next year because of its high cost. So why is Maxicare being offered at an even higher cost?

A. Maxicare is a full-fledged Health Maintenance Organization which emphasizes preventive care as part of its program. Maxicare offers the following benefits at no cost other than a weekly premium deduction:

- well baby care.
- annual physical exams for all family members.
- routine immunizations.
- unlimited office visits.

In addition, medical services labeled by Connecticut General as "Type B" expenses, which are subject to deductibles and 15 percent co-payments, are fully covered under Maxicare (with the exception of a \$2 co-payment on prescription drugs). There are also no claim forms for employees to process under Maxicare.

While some employees may have been willing to pay something extra to remain with Preferred Care, Blue Cross (Preferred Care's parent company), felt that the majority of people would not do so. Since Preferred Care would have the greatest appeal to those with high expenses, Blue Cross decided to discontinue the program in order to avoid continuing losses.

GE funds 'The McLaughlin Group'

GE, continuing its 16-year tradition of support for public television, is underwriting its second season of The McLaughlin Group, one of the most thought-provoking programs on television today.

Funding of the program began Oct. 18 as it began its sixth year on the air. The program airs weekends on more than 220 public-television stations across the country. An average of more than two-million viewers watch the show each week. Fort Wayne area viewers can see the McLaughlin Group on Saturday mornings at 7:30 or on Sundays at 1 p.m. on WFWA Channel 39.

Frank Doyle, GE senior vice presi-

dent in charge of Corporate Relations, said, "GE is delighted to continue its association with such a successful and stimulating program."

John McLaughlin, Washington editor and columnist for *National Review*, is the originator and moderator of the weekly show. Panelists include Robert Novak, co-author with Rowland Evans of the syndicated column, *Inside Report*; Morton Kondracke, senior editor, *New Republic*; and Jack Germond, whose byline appears with Jules Witcover on the syndicated column, *Politics Today*. A guest journalist fills out the five-member group each week.

Dr. McLaughlin, a former Jesuit

educator and editor and White House presidential speech writer, developed the program in 1982 with associate producer Dick Moore, who was a White House special counsel with him during the Nixon and Ford administrations.

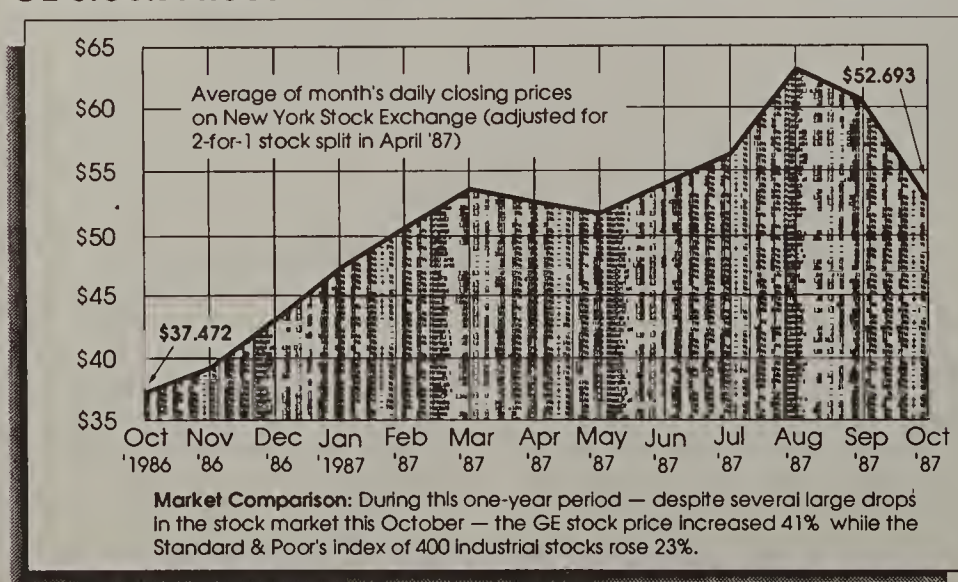
Six topics are discussed during each program, ranging from Nicaragua to the national elections, from the AIDS issue to arms control. Each week the panelists offer predictions on upcoming news events and "happenings" of the coming weeks.

The McLaughlin Group is co-produced by WRC-TV (Washington), WTTW (Chicago), and Oliver Productions, Inc.

STOCK WATCH

GE Stock Prices

October '86 — October '87



GE retirees to meet for annual dinner in Florida

The 28th annual Retirees' Dinner will be held at the Egypt Shrine Temple—4050 Dana Shores Drive, Tampa, Fla., on Feb. 12, 1988.

There will be a social hour beginning at 11:30 a.m., with dinner beginning at 12:30 p.m. Cost of the dinner is \$9 per person.

For reservations, send a note to Robert Younghaus, 2117 Village Hill Valrico, Fla. 33594. Make sure to include a home address and telephone number. Younghaus can be reached by phone at 813-681-6299.

Berning chooses retirement

Congratulations to William C. Berning, Building 4-5, on his November retirement.

S&SP Report for October

Here's an update of 1987's monthly prices of available investments in GE's Savings and Security Program. These are prices at which S&SP participants bought shares and units with their paycheck deductions and the company's matching payments. The long-term fund price for the last day of each month is also shown, as well as year-to-date annual income rates for the Holding Period, LT and Money Market Funds.

'87	GE Stock Price	Mutual Fund Price	Holding Period Fund (Constant \$10 price)				Long Term Fund		Money Mkt (\$10 price) YTD Income Rate
			YTD Annual Income Rate				Price	YTD Rate	
			1984	1985	1986	1987			
Jan	\$47.328	\$36.561	13.1%	12.5%	10.3%	8.5%	\$12.03	8.0%	6.4%
Feb	\$50.497	\$38.751	13.1%	12.7%	10.3%	8.5%	\$12.01	8.4%	6.3%
Mar	\$53.472	\$40.189	13.1%	12.6%	10.6%	8.6%	\$11.80	8.2%	6.3%
Apr	\$52.509	\$39.275	13.1%	12.8%	10.6%	8.7%	\$11.33	8.2%	6.4%
May	\$51.569	\$39.394	13.2%	12.8%	10.6%	8.7%	\$11.16	8.2%	6.4%
Jun	\$54.023	\$40.863	13.1%	12.8%	10.6%	8.8%	\$11.21	8.2%	6.6%
Jul	\$56.216	\$42.024	13.1%	12.8%	10.6%	8.9%	\$11.12	8.1%	6.6%
Aug	\$62.881	\$44.201	13.1%	12.8%	10.6%	8.9%	\$10.99	8.2%	6.7%
Sep	\$62.625	\$42.820	13.1%	12.8%	10.6%	9.0%	\$10.73	8.2%	6.7%
Oct	\$52.693	\$37.995	13.1%	12.8%	10.6%	9.0%	\$11.02	8.3%	6.8%

These figures should not be used for income-tax purposes. S&SP participants receive individualized tax information statements which provide data needed for tax returns.

Do your children get enough exercise?

Current research points out that a great number of America's kids are unfit and that about 80 percent of overweight teenagers will remain so throughout adulthood. One major contributor is a bad habit that starts at home—a lack of regular exercise. Here are some fun ways to help your kids stay fit:

- **Re-direct leisure time.** Nielsen ratings show that kids watch three-plus hours of TV daily. Exercise can replace some of that time. Help your child select after-school activities and specific TV programs to create a healthier balance.
- **Have the family join in.** Unfortunately the adult fitness craze hasn't trickled down to kids because they aren't always included. Plan activities like bicycling, swimming and hiking that can include the entire family.
- **Involve them in local team sports**

activities. Team sports teach children to balance independence and dependence. And sports should be fun. Instead of pushing them to win, help kids enjoy the game by offering continual support for their involvement.

- **Keep sports safe.** Without proper equipment, uniforms and rules, kids get hurt. Some of the latest safety equipment is designed to help—not impede—speed and agility. Teach them to use the equipment properly.
- **Set healthy limits.** Recognize that children's bodies aren't adult bodies. High-impact games and unnatural movements may do more harm than good.
- **Use athletics to encourage a healthy diet.** Once kids show interest in their fitness performance, they'll be open to improving their overall fitness. This is a great opportunity to teach good eating habits.

Adlets

FOR SALE

CARPET, green, 12' x 14', good cond., make offer, 693-3991

ICE SKATES, mens black figure, sz. 11, like new, \$10, 486-4111.

SOFA BED, queen, earth tones, plaid, excellent cond., \$150, 432-0166.

ENTERTAINMENT CENT., space for TV, stero, albm, tapes, speakrs, \$15, 486-3901 after 7 p.m.

WATER SOFTENER, Sears hi-efficiency, excellent cond., \$200, 483-2027.

MARANTZ STEREO, 2238 receiver BSA, turntble, speakers, \$100, 486-2543.

SNOW TIRES & RIMS, 14" Firestone radials for GM cars, \$40, 419-749-2673.

REDMAN HOME, 14'x60', all appliances, must sell, Donna, 456-8549.

RELOADING EQUIPMENT, 45 cal., auto., reasonable, 447-4066.

LARGE MEN'S CLOTHING, 18-18 1/2 shirts, 46/30 pants, 744-1914.

REMINGTON SHOTGUN, 12 gauge pump, 485-2553.

4 GRAVE LOTS, greenlawn, very nice location, \$1,000, 447-2280.

CONSOLE COLOR TV, remote, new audio & video modules, \$200, 485-8546.

'77 DODGE PWR. WAGON, stepside, 66K, ps/pb, 318, 4sp., 447-5910.

'71 OLDS 88, excellent transportation, strong motor, new tires, 485-0825.

GIRL'S BIKE, 26" large tire, child's phonograph, 485-7160.

'84 DODGE CHARGER, 4 cyl., nice, 40,000 mi., 623-3409 or 623-6675.

STEREO COMPONENTS, amp, 2 speakers, turntble., 485-1898.

LITTON MICROWAVE, stove vent fan, like new, 485-0514 after 5 p.m.

OUTDOOR CHRISTMAS LIGHTS, 12 strands, 432-0731.

WANTED

GOOD USED WASHER, 426-5366.

PING-PONG TABLE, regulation size, 672-2322.

SNOW BLOWER, Toro preferred, elect. start, 483-0318.

CARBURATOR, for '76 or '75 Honda CVCC, 426-0408.

GAS STOVE; refrigerator, 18 cu. ft. or less, good cond., 749-2898.

FOR RENT

STORAGE, cars, other, week, month or seasonal, 219-723-6465 after 6 p.m.

HOUSE, 2 bedr., furn. or unfurn., util., 1844 1/2 Broadway, \$200 month, 747-4066.

DBL. HOUSE, unfurn., S.W. carpet, appl., basmt., prefer adult, \$195, 489-3844.

SERVICE

BASEMENT REPAIR, block, brick, concrete, 456-1187.

MAINTENANCE, repair, improvements for home, office, rental, 426-0850.

SWEETCAKES THE MAGIC CLOWN SHOW, all ages, Christmas shows, 745-1545.

CONTINUOUS GUTTER & SIDING, free est., 627-2429.

HANDYMAN, various odd jobs, low prices, 447-5402, Tom.

FREE

PUPPIES, half Malumute, 7 wks., 2 males, 1 female, 693-2388.

Visit the Building 21 branch

FORT WAYNE NATIONAL Bank

that's my BANK

Elex calender

December

6 Elex Christmas Program, GE Club Auditorium, 2 p.m.

7 Honorettes Mtg., Salem United Church, noon

7 Paint Class, rub-out-new design, Bldg. 18-1 Conf. Room, 6 to 9 p.m.

9 Pen El Christmas Installation & Party, Lester's Party Room, 11:30 a.m.

15 Partizan Social Mtg., Hall's Guest House, Christmas Party, noon

16 El Par Christmas Party, \$3, exchange as Lester's Party Room, noon

16 Elex Secret Pal Exchange at Lambros, time to be announced.

18 Quintus Christmas Luncheon, Hall's Guest House, noon.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

GE Club calendar

December

5 Whizzers Square Dance, 7 p.m. to 11 p.m.

6-12 Weekly activities cancelled.

8 Pensioner Potluck, 11:30 a.m.

12 BINGO, 7:30 p.m.

19 Whizzers Square Dance, 7 to 11 p.m.

24 No table tennis, basketball.

26 Bucks & Dears square dance, 7 to 11 p.m.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted

☐ Wanted ☐ Riders Wanted

☐ For Rent* ☐ Lost

☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Shutdown, holiday schedules established

The 1988 vacation shutdown schedules have been established, according to Jim Martin, manager of communication and union relations.

The Motor Manufacturing plants at Broadway and Taylor Street (Sect. 14) will have a three-week big "S" Shutdown from July 11 thru July 31 (fiscal weeks 29, 30 and 31).

Specialty Transformer and ACSD will have a two-week big "S" Shut-

down from July 18 thru July 31 (fiscal weeks 30 and 31).

The Wire Mill will have its big "S" Shutdown either fiscal weeks 30 thru 31 or 31 thru 32, depending on production requirements.

Broadway and Taylor Street Motor Manufacturing plants will have a small "s" shutdown from Dec. 19 thru Dec. 25 (fiscal week 52) and Dec. 26 thru Jan. 2 (fiscal week 1, 1989).

Specialty Transformer and ACSD will not have a small "s" shutdown in 1988.

The shutdown dates were announced in conjunction with the holiday schedule for 1988. Fort Wayne GE employees will again get 10 paid holidays to enjoy. These holidays fall so that they create extended weekends for employees to enjoy.

The holiday dates are as follows:

- New Year's Day—Friday, Jan. 1.
- Good Friday—April 1.
- Memorial Day—Monday, May 30.
- Independence Day—Monday, July 4.
- Labor Day—Monday, Sept. 5.
- Thanksgiving holidays—Thursday, Nov. 24 and Friday, Nov. 25.
- Christmas holidays—Monday, Dec. 26; Tuesday, Dec. 27 and Wednesday, Dec. 28.

The three legs of Contemporary Management Concepts *Continued from pg. 1.*

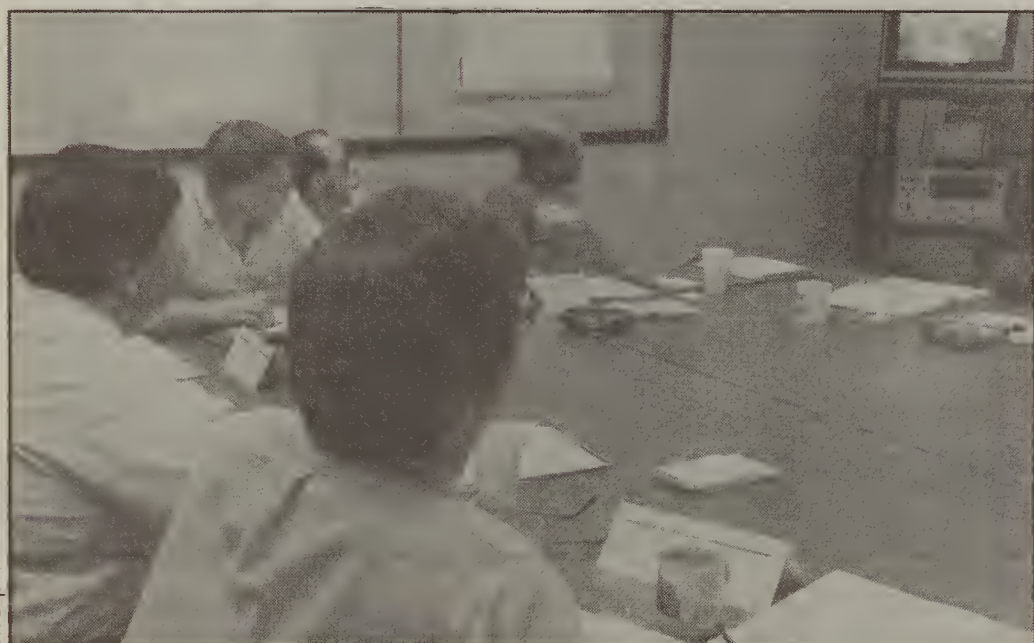
contemporary management concepts in the plants. Scottsville, Ky., is receiving help from GE corporate consultants. Murfreesboro, Tenn., is re-

ceiving help from outside consultants. And Jonesboro, Ark., is being self-taught using videotape training, reading materials and instructions.

"Out of these approaches, we're looking for the right combination of ideas to get the three legs of CMC growing in all plants and functions,"

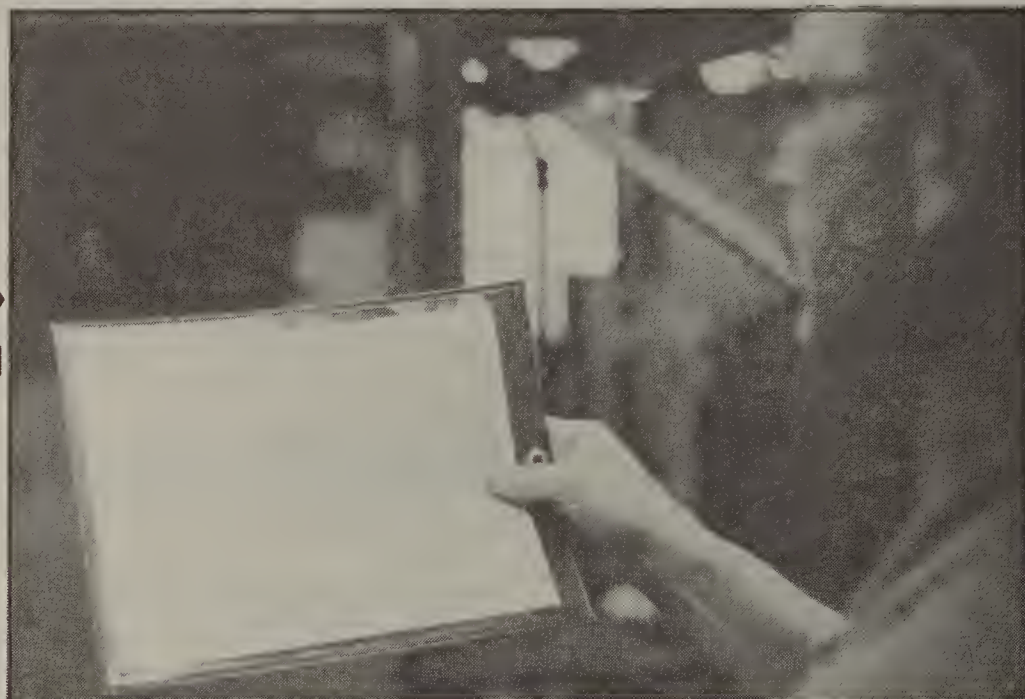
said Schenck. "Our success in the marketplace depends on our ability to grasp these concepts and continue to improve on them rapidly."

Self Direction



Employees in the Fort Wayne Motor Manufacturing operations have been involved in the "Working" interpersonal skills course to help them prepare for self-direction. Seated are (around the table from right) Gary George, Pat Cirillo, Ron Richmond, Jerry Doehrman and Steve Mossburg.

Statistical Process Control



Ernie Armstrong uses Statistical Process Control charts to monitor the thickness of paint in the oven in Building 4-4.

Cycle time reduction



As part of the effort to reduce cycle time, Mattie Peden, Taylor Street, now moves wound stator cores on a cart instead of on conveyors.



GENERAL PERIODICALS
NON-CIRCULATING

General Electric News

DECEMBER 10, 1987

FORT WAYNE, INDIANA

VOLUME 69, NO. 45

To be completed by Jan. 15

Exempt employees train for performance appraisals

Motor exempt employees last week were involved in training on how to participate in the appraisal portion of the Performance Measurement System.

In the appraisal process, exempt employees and their managers meet to discuss the employee's accomplishments against his or her work plans and goals for the year. Work plans and goals were mutually agreed upon by managers and employees in the spring.

'The old days when a manager rated an employee's performance without the employee's input are over.'

Mike Humenik,
organization and
staffing manager.

All performance appraisals are to be completed by Jan. 15.

Exempt training same as managers'

Exempt employees went through basically the same training for appraisals as did managers last month.

"We want both managers and employees to be prepared for the performance appraisal," said Mike Humenik, manager of organization and staffing. "The only way the appraisal will be meaningful for the employee and the business is if both parties participate fully. The old days when a manager rated an employee's performance without the employee's input are over."

Expectations made clear

One benefit of the Performance Measurement System is that it will help employees have a clearer understanding of their expectations and role in the business. This is especially important at a time of continuous change and ambiguity, Humenik pointed out.

"Our first go-around with this new system will not be easy," he said. "Employees and managers are going



Jerry Smolek, manager-programs and practices in Motor Relations, instructs a course on Performance Appraisals.

to have to get used to the interactive approach. As we move along with the process, however, I believe employees will appreciate the value of having a say in their work plans and evalua-

tions. Our business will benefit from having an exempt workforce that tells itself what needs to be done and then evaluates itself against how well it met those needs."

Shutdown focus is on preventive maintenance

While most Motor Manufacturing employees are enjoying their small "s" holiday shutdown, Area Services employees will be busy preparing equipment for the new year.

Unlike the big "S" Shutdown last summer—when many large projects such as equipment replacements and area rearrangements were completed—the small "s" shutdown will be a time for preventive maintenance, such as cleaning stacks and servicing machines.

"This shutdown will also give Area Services time to repair equipment that they weren't able to repair during production," said Ron Smitley, manufacturing engineer at Broadway.

Another project taking place at Broadway, before shutdown begins, is the completion of the move of the stator area from Building 4-5 to Building 6-3. The purpose of this move is have stator winding consolidated in one area. This will improve materials flow and will better utilize people involved

in this work process.

Wire Mill

The Wire Mill is being upgraded—although they won't have a small "s" shutdown—with projects representing around \$700,000 worth of investment. Wire Mill upgrading projects include:

- Replacement of three M-range take-ups, adding tapered spool capability.
- Re-arrangements in the I-range "D" row. This is in preparation for new I-range take-ups scheduled to be installed in early 1988.
- Installation of two wire drawing machines being transferred from the Schenectady Works. This equipment will add capacity and provide a suitable method for recycling wire. This equipment is now in place and is scheduled for power and plumbing by year-end.
- Upgrading of the rolling mill for rectangular wire using machine parts

Continued on page 4.

Holiday pay distribution changes set

There will be some changes in the way pay is distributed during the latter part of December.



Hourly employees on small "s" shutdown during fiscal week 52 (Dec. 21 thru 25) will get their fiscal week 50 paychecks on Friday, Dec. 18 instead of Wednesday, Dec. 23.

Hourly employees who will be working during fiscal week 52 will receive their week 50 checks on Wednesday, Dec. 23.

Checks for fiscal week 51 will be distributed on Dec. 30. All Motors hourly employees, including those in the Wire Mill, should pick up these checks at the Taylor Street Payroll Office between 8:30 a.m. and noon. Specialty Transformer employees should pick theirs up in the normal location.

Motors and Specialty Transformer salary paychecks for fiscal week 1, 1988, will be ready for distribution on Thursday, Dec. 31. Salaried employees may pick up their checks in Personnel Accounting, Building 18-1, from 10 a.m. through noon on Dec. 31. Checks not distributed will be available on Monday, Jan. 4.

Current Preferred Care participants to receive info in mail

Employees covered by Conn. General still required to seek hospital review, second surgical opinion

Employees covered under the Connecticut General Insurance Plan are reminded that they must meet requirements of the Hospital Review and Second Surgical Opinion procedures in order to avoid a 50 percent reduction in benefits.

Under the Hospital Review Procedure, employees must seek "precertification" approval from Connecticut General for all inpatient, non-emergency hospital admissions.

The Second Surgical Opinion procedure requires employees to seek a "second opinion" for specified non-emergency surgeries. This opinion must come from a board-certified surgeon or internist. This procedure helps employees look objectively at their decision to have or not have non-emergency surgery.

Employees who are currently insured through Preferred Care will automatically be switched to Connecticut General for their coverage as of Jan. 1, 1988. A kit containing information about the Hospital Review/Second

Surgical Opinion programs will be sent to these employees' homes around the beginning of the year.

Here is a summary of steps employees must follow to be in compliance with these programs:

Hospital Precertification

Prior to any non-emergency hospital admission:

1. Give a Hospital Precertification Form (found in the Connecticut General information kit or through Personnel Accounting, Building 18-1) to your attending doctor.

2. Your doctor must complete the form and send it to the Hospital Review Office (address listed on the form) at least two weeks prior to your admission—or you or your doctor may call the Hospital Review Office using the toll-free number listed on the back of the Plan I.D. card. Employees currently covered under Preferred Care will receive this card with their Connecticut General information kit. NOTE: If you decide to let your doctor

make the telephone call to the Hospital Review Office, you should check, before your admission, to make sure he made the call as planned. Remember, if the Hospital Review Office is not contacted prior to your admission, you will lose 50 percent of your insurance benefits for the hospitalization.

3. The Hospital Review Nurse at Connecticut General will either approve full Plan benefits or refer questions about your admission to the Hospital Review Doctor who will call your doctor to discuss your case in more detail.

4. If your admission is certified, the Hospital Review Nurse will notify you, your doctor and the Hospital.

Second Surgical Opinion

Prior to non-emergency surgery requiring a second opinion (a list of non-emergency surgeries requiring a second opinion is printed on the back of the Plan I.D. card):

1. Call the toll-free number on back of the Plan I.D. card and ask for the Surgical Review Nurse.

2. The Surgical Review Nurse will send you the Second Surgical Opinion claim form you will need, along with a list of names of three Board-certified surgeons or internists in your area.

3. You must choose a Board-certified surgeon or internist, either one of those recommended by the Surgical Review Nurse or one of your own choice, and obtain a second opinion. Connecticut General will pay 100 percent of your bill for the second opinion.

The doctor you consult will advise you of his or her recommendation. At that point, it is your decision whether or not to have the surgery.

4. If you decide to have the non-emergency surgery, you must notify the Surgical Review Nurse at the same toll-free number you called in step 1. The Surgical Review Nurse will confirm and record your decision and also notify the Hospital Review Office if hospitalization is necessary.

5. If your admission is certified, the Hospital Review Nurse will notify you, your doctor and the hospital.

Elfun help needy at Christmas

A \$1,500 gift from the local chapter of the Elfun Society to the Fort Wayne Christmas Bureau will go a long way toward helping needy families enjoy their holiday, according to Christmas Bureau Treasurer Judy David.

"With \$1,500, we can supply, for example, around 400 pair of pants or 11,000 pounds of canned goods to people who need them," David said. "Last night I used \$1,500 to purchase 144 pair of tube socks, 216 pair of underwear, 24 coats and 48 girls jackets for the needy." Local retail outlets provide substantial discounts to the bureau so that its dollars can help more people.

The \$1,500 Elfun donation came from member dues. Fort Wayne Elfun Chairman Pete Peters said one of the Elfun's primary objectives is to "make a difference in the community."

"We are grateful for the opportunity to help people who are less fortunate or who have special needs. Sometimes that help is monetary; other times it is in the form of voluntary labor," Peters said.

Among top gifts in community

According to David, the Elfun gift to the Christmas Bureau ranks with top gifts in the community, including those coming from area businesses.

The Christmas Bureau relies solely on gifts such as food, clothing, money, and toys from individuals, businesses, schools and other organizations. It is operated by 450 volunteers who collect, manage and disperse the gifts to needy individuals in the area.

Approximately 250 area families receive assistance through the bureau's "Adopted Families" program. Under this program, various businesses and



(from left) Adopted Families Chairwoman Peggy Perry and Christmas Bureau President Judie Suelzer accept a \$1,500 check from the Fort Wayne Elfun represented by Chapter Chairman Pete Peters and Community Action Chairman Tom Corneil.

organizations take responsibility for meeting the needs of a certain number of families during Christmas.

Needs are also met through services provided directly from the bureau to "walk-in" clients.

"You can't imagine how warm it makes one feel to see the look on an elderly woman's face when you hand her a much-needed sweater, or when parents walk out of here with clothing

and toys for their children," David said.

The bureau served more than 550 families, representing 650 adults and 1,300 children, in its first four days of operation this year.

"Every year," said David, "we hold our breath, hoping that we can gather enough supplies to meet the needs of our clients. Thanks to people like the Elfun, we haven't failed yet."

GE stock dividend raised

GE's board of directors, on Nov. 30, raised the quarterly dividend on the company's common stock by declaring a dividend of 35 cents a share. This represents an increase of six percent over the previous quarter's dividend of 33 cents a share.

The increase raises the annual dividend rate to \$1.40 a share from \$1.32 a share.

The dividend is payable Jan. 25, 1988, to shareowners of record at the close of business Dec. 7.

With this increase, dividends declared in 1987 represent a 12 percent increase over those declared in 1986. The company last announced a dividend increase May 22 of 1-1/2 cents a share.

Cafeterias to serve Christmas special

Fort Wayne Motor and Transformer Cafeterias will be holding Christmas specials next week.

On Wednesday, Dec. 16, the Taylor Street Cafeteria will serve prime rib, baked potato, choice of buttered peas or carrots, jello with fruit, roll and butter for the low price of four dollars.

The Building 8-1 and 26-4 cafeterias will run the same special on Dec. 17.

Pensions boosted 3% or more for most GE retirees

An increase in pension payments to more than 100,000 current GE retirees will go into effect Jan. 1. The increase, the sixth in the past 13 years, continues GE's tradition of voluntarily increasing pensions for current retirees.

All retired employees and surviving spouses on the pension rolls before July 1, 1985, will be eligible for an increase of 3 percent.

A special adjustment will also be made for many retirees who retired or left the company when the pension plan minimums were well below the levels of recent years. About 32,000 retirees and surviving spouses will be eligible for this special one-time adjustment.

The special adjustment will be made if it provides an increase greater than 3 percent. It applies as follows:

- For employees who retired directly from GE, their monthly pension will be increased to a minimum equal to \$10 multiplied by their years of GE pension service. For surviving spouses of deceased employees, the minimum

will be equal to \$5 multiplied by the employee's years of pension service.

- For employees who left the service of the company before retirement and subsequently retired with vested rights, their monthly pension will be increased to a minimum equal to \$10 multiplied by their years of GE pension service if they left their own contributions in the GE Pension Plan. If they withdrew their own contributions, the minimum pension amount will be \$7.50 multiplied by their years of pension service.

GE Chairman Jack Welch announced the increase in a letter to all those on the pension payroll who will receive the increase. "We are pleased that the company's continuing strong performance makes these improvements to your pensions possible," Welch said.

"Besides their GE pensions, most retirees who are age 62 or older receive monthly Social Security checks. Many also have supplemental income from their participation in GE's Savings & Security Program while they were employees."

Savings Bonds rate jumps to 7.17%

The interest rate on U.S. Savings Bonds increased in November to 7.17 percent from 5.84 percent—the highest paid in two years.

That makes the government-guaranteed bonds a good deal for investors looking for safety at competitive interest rates. Rates are adjusted every six months.

Guaranteed minimum rate

Rates on the bonds increased because interest rates on credit markets have been higher during the last six-month period. The Series EE savings bond rates are adjusted every November and May to 85 percent of the average yield on five-year Treasury securities.

One caution: You must hold the bonds for five years to earn the market-based rates. But no matter how low the variable rates go, the bonds are guaranteed to pay a minimum of 6 percent if held for five years.

If you cash in a bond before five years, you earn a rate lower than 6% based on how long you owned it.

The Series EE variable-rate bonds have been sold since November 1982. Investors who bought them earned an

annual rate of 8.75%.

Interest earned from U.S. Savings Bonds is exempt from state and local income taxes, and you don't pay federal taxes until you cash in the bonds.

S&SP bond purchases gain more

Most GE employees who invest in bonds use the Savings & Security Program because it offers a 50 percent matching payment from the company on investments of up to 6 percent of pay (7 percent if you have participated for the required holding period).

This means that S&SP participants can buy savings bonds and receive not only the market-based interest rate and the tax advantages, but also a matching "bonus" of 50 percent of the amount they invest. In effect, GE will make a matching investment of one bond for every two you purchase under S&SP, up to the limit of matching.

U.S. Savings Bonds are also an investment choice in the Deferred Pay Account and the Retirement Option Account of S&SP.

S&SP participants can invest in other securities as well as bonds—GE stock, the S&S Mutual Fund, and the Holding Period Interest Fund.

1988 Social Security tax rate rises to 7.51% with higher base

Deductions from GE employees' paychecks for Social Security tax will be 7.51% of 1988 earnings up to \$45,000. In 1987 the rate was 7.15% of earnings up to \$43,800. GE matches every employee's payment into this federal system.

The maximum annual tax for employees in 1988 will be \$3,379.50—an increase of \$247.80 over 1987.

The amount Social Security recipients can earn without having their benefits reduced increases from \$6,000 to \$6,120 in 1988 for those under age

65, and from \$8,160 to \$8,400 for those 65 through 69 years old. There is no Social Security earnings limitation for persons age 70 or older.

Social Security has become this country's most important financial protection plan. While Social Security is usually thought of as just a retirement plan, it also provides benefits to disabled workers; to the dependents of workers who have retired, become disabled, or died; and for medical expenses through Medicare.

Adlets

FOR SALE

ADDING MACHINE, electric, \$10; circular saw, B & D, \$10, 447-4066.

BASEMENT REPAIR, concrete, block, brick, 456-1187.

COLOR TV, console, remote, new audio/video modules, \$200, 485-8546.

FORD ENGINE, 170 6 cyl. engine; misc. Falcon parts, 672-8219.

HEAT PUMP; elect. heater; drapes; curtains, make offer, 623-3184.

DIRT BIKE, Suzuki 100 cc, good cond., \$225, 672-8219.

TWIN MATTRESS SET, like new, \$125, 482-8925.

'78 PINTO WAGON, new brakes, 4 sp., \$1,600, 745-0639.

STEEL-TOE SHOES, ladies, sz. 7 1/2, excellent cond., \$30 or offer, 432-4317.

DOLL HOUSE, furnished, wired, \$350, 485-2553 after 4:30 p.m.

SPORT COAT, men's Halston, 40 reg., nice shape, \$10, 486-3901 after 6 p.m.

TOYS, Fisher Price: village, \$20, camper, \$15, school, \$10, 749-2258.

ICE SKATES, sz. 11 hockey, like new, \$20; sz. 9 black figure, \$10, 484-8340.

GARAGE DOOR, original overhead, 16' x 7', good shape, \$150, 456-4079.

KICK PRESS, 1/2 ton, steel base, \$35, 484-4515.

RECLINER CHAIR, vibrator, like new, \$250, 627-2429.

BACKBOARD, fiberglass, hoop & net, \$30, 637-5067 after 5 p.m.

BICYCLES, 16", 20", 24" boys, 219-897-3357.

FOR RENT

DBL. HOUSE, 5 rm., basement, laundry, gas, garden, no pet, \$195, 489-3844.

SERVICE

VIDEO, any wedding, party, other occasions, 447-4447.

SWEETCAKES THE MAGIC CLOWN SHOW, fun for all ages, 745-1545.

KC & COMPANY BAND, good music for all occasions, 489-3704.
CONCRETE CONST., basement repair, brick block, 456-1187.

GE Club calendar

December

- 6-12 Weekly activities cancelled.
- 12 BINGO, 7:30 p.m.
- 19 Whizzers Square Dance, 7 to 11 p.m.
- 24 No table tennis, basketball.
- 26 Bucks & Dears square dance, 7 to 11 p.m.

Elex calender

December

- 15 Partizan Social Mtg., Hall's Guest House, Christmas Party, noon
- 16 El Par Christmas Party, \$3, exchange as Lester's Party Room, noon
- 16 Elex Secret Pal Exchange at Lambros, time to be announced.
- 18 Quintus Christmas Luncheon, Hall's Guest House, noon.

Feel good
again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

General Electric News

GENERAL  ELECTRIC

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

DEC 16 1987

Allen County Public Library

EAP counselor gives useful tips**Keeping up your energy during the holidays**

Are you exhausted from Christmas shopping, parties, wrapping, extra church services, meeting end-of-the-year deadlines, etc.? Something has got to give during the holiday rush.

"The holidays force each of us to make compromises," says Employee Assistance Program Counselor Dag Arnold. It's important, however, that we don't compromise the normal attention we pay to our health. Too many times that's the first thing to go."

Arnold offers the following tips for maintaining good health and boosting energy during the holidays:

- **Get your regular amount of sleep.** And don't rely on sleeping pills. It's better to have a glass of warm milk, which contains the sleep-inducer tryptophan, right before bedtime.

- **Exercise.** Vigorous physical activity (a brisk walk will do the job) can help

you sleep better and make you more alert during the day.

- **Be careful of medications you take for colds or allergies.** Antihistamines in over-the-counter and prescription drugs for these ailments can make you feel drowsy.

- **Don't neglect an ongoing medical problem.** Don't forget to take necessary medications when things get hectic or exciting. And don't ease up on any medical restrictions unless your doctor says it's o.k.

- **Don't skip meals.** You need food at regular intervals for ongoing energy.

- **Develop holiday eating strategies.** If co-workers bring in food you can't resist, cut out the snacks you usually eat at night.

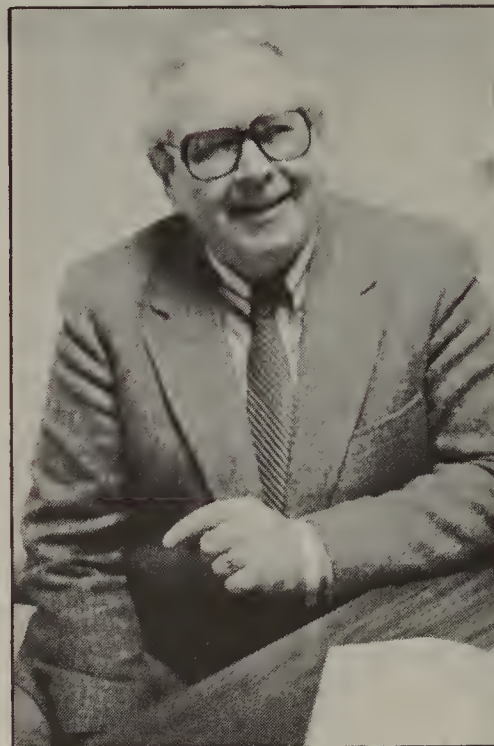
- **Go easy on alcohol and caffeine.** Even moderate amounts of alcohol

can interfere with restful sleep. Too much caffeine can do the same and may also overwork the heart.

- **Keep your holiday plans realistic.** Don't expect yourself to do everything for everybody. Learn to say no to yourself and others when demands get out of hand.

- **Resist the impulse to patch up long-standing family problems during the emotionally charged holiday season.** Peacemaking efforts are likely to be more successful and less stressful if you wait until a calmer time of the year.

Dag Arnold, Employee Assistance Program counselor, is located in the medical unit in Building 21. His services are free of charge to any employee. Arnold can be reached on ext. 3671.

**Shutdown**

Continued from page 1.

from a former Schenectady rolling machine.

- Completion of a new system to track orders in production and control inventory. Installation of this system has been taking place for some time, and it should be ready for use by the end of shutdown.

Shutdown and holidays

Fort Wayne Motor Manufacturing operations will take their small "s" shutdown during fiscal week 52 and fiscal week 1 (Dec. 21 through Jan. 1).

All Fort Wayne GE employees have three holidays, Dec. 24, 25 and Jan. 1 to enjoy.

Sears considers brand-name appliances; could be good news for Motor Business

CHICAGO—Sears, Roebuck, the nation's largest retailer, is planning to test national brand-name products in its appliance department, hoping to appeal to a broader range of customers.

This could be good news for people working in GE Motors. That's because they supply motors to GE Appliances, which stands a chance of being selected as one of Sears'

appliance suppliers.

Since before World War I, Sears has marketed washers and refrigerators produced for it primarily by the Whirlpool Corporation under the brand-name of Kenmore. Emerson currently is Whirlpool's primary motor supplier.

White Consolidated, a very important customer of GE Motors,

also produces Kenmore appliances for Sears and is in competition for more of Sears' business using their own national brand name.

In recent months, Sears officials have shown interest in the possibility of GE becoming one of its brand-name suppliers by making several tours of GE's manufacturing facilities where large appliances are made.

Hewlett-Packard to consolidate operations

PALO ALTO, Calif.—Hewlett-Packard, a maker of scientific instruments and computers, expects to reduce its workforce by 200 through a consolida-

tion in its manufacturing operations.

Hewlett-Packard has about 53,000 employees in the U.S., and about 82,000

world-wide.

The company is a customer of GE Motors and is served by the Broadway Motor Manufacturing Operations.

GE educational benefits now taxable

Employees who receive reimbursements in 1988 for courses taken under educational-assistance programs such as the Tuition Refund Plan or Individual Development Program—even if the courses were taken in 1987—could have income-tax deductions made from their reimbursements. That's because the section of the Internal Revenue Code which previously excluded tax on most educational-assistance reimbursements expires Dec. 31, 1987.

"Most tuition refunds received by GE employees from the Tuition Refund Plan and the Individual Development Program in 1988 will be considered

taxable unless certain requirements are met," says Homer Jennings, manager of benefits.

To help employees understand which educational benefits are taxable and which are nontaxable, Jennings had this explanation:

"Tuition-refund benefits for courses taken to meet the minimum educational requirements for a job or to qualify for a job in a new trade or business are taxable. But benefits for educational courses which maintain or improve skills required of the employee to meet requirements for the job he or she holds continue to be

nontaxable.

"That's a greatly simplified interpretation of the rules," he commented.

Jennings said that employees who have qualified for educational benefits in 1987 but who have not yet submitted claims should do so immediately in order to receive reimbursement. Employees should turn in their claims into Personnel Accounting, Building 18-1. ACSD employees should turn theirs into Employee Relations. If 1987 claims are not reimbursed by year-end, the individual may have to pay tax on the benefits, he said.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

JANUARY 7, 1988

FORT WAYNE, INDIANA

VOLUME 70, NO. 1

Tax and Annual Statement to follow

S&SP participants to receive payouts this month

Thousands of GE employees who participated in the GE Savings & Security Program during 1984 are receiving payouts of program securities and cash this month. The savings became eligible for distribution when the three-year holding period for 1984 ended Dec. 31. The payout includes securities purchased with both employee savings and GE's 50% matching contribution.

Those electing to have securities transferred to their Retirement Option Account had their accounts credited as of Jan. 1. Those who chose to have securities delivered to them at the end of the holding period are receiving them in mailings to their homes.

GE people with taxable income from the payout will find that the Tax Reform Act of 1986 will affect the amount of tax owed when 1988 tax year returns are filed in early 1989.

Included in the mailings are GE stock certificates, U.S. Savings Bonds, account statements for the S&S Mutual Fund and Long Term Interest Fund, and checks for those who elected a cash payout. Because the securities are mailed separately, those who invested in more than one medium in '84 will probably receive these securities in several mailings on different days.

Mailing schedule

The mailing schedule is as follows: GE stock certificates, Jan. 2; U.S. Savings Bonds, about Jan. 16; Mutual Fund and Long Term Fund account statements, about Jan. 13; cash payments, about Jan. 11.

If you are expecting a payout, you should wait until the end of January before making a claim that you did not receive the securities or cash payment.

New Law Affects Taxes Owed

A number of employees receiving this year's payout will have 1988 taxable income resulting from the distribution. The Tax Reform Act of 1986 has established new rules which must be followed in calculating the taxable income when active employees receive distributions and make withdrawals from "qualified retirement plans." As defined under the law, S&SP is considered to be a retirement plan.

S&SP participants who are under age 59½ will pay a 10% additional income tax on the taxable portion of most pre-retirement distributions or withdrawals. The extra tax is added to any regular income taxes owed on these program payouts.

For example, a participant with \$2,000 in taxable income from this year's payout will owe regular income taxes on the payout plus a 10% addi-

tional income tax of \$200. Tax specialists point out that the extra tax does not apply in certain cases, such as distributions made to participants who are over age 59½ or those who have retired from GE under the Pension Plan.

Tax and Annual Statement

The S&SP "Tax and Annual Statement" is scheduled for mailing to program participants on or about Jan. 31. Tax information about the January 1988 distribution will be given in this statement. This statement will also provide details of the Holding Period credits in the program, as well as those credits which are being retained under the Retirement Option Account.

A separate tax statement will be mailed to participants who had 1987 taxable income from S&SP payouts or withdrawals during the last year.

Area Services completes projects in Wire Mill amid full production



Five of the Area Services employees who completed maintenance projects in the Wire Mill over the holidays are (from left) Marlow Ornsby, Bill Thompson, Steve Crumley, Frank Frey and Mel Ramsey.

Area Services employees in the Wire Mill managed to complete two major projects while the plant was in full production over the holidays.

The first was the replacement of three M-range take-ups. The other was a rearrangement in the I-range "D" row. Bare-wire stands were moved to make room for new take-ups scheduled to be installed soon in that area.

Significant headway was made on

other wire mill improvements, including two drawing machine installations, upgrading of the rolling mill for rectangular wire, and the installation of a new system to track orders in production and control inventory.

"It's difficult to work on projects of this size when the plant is in production," said Maintenance Coordinator Ralph Hill. "I'm very pleased with the things our people were able to accomplish under these circumstances."

Dependent Life Insurance rates remain same in 1988

There will be no change in the monthly contribution rates for either of GE's Dependent Life Insurance Plans—the one for hourly and non-exempt-salaried employees, or the one for exempt-salaried employees. The 1988 rates will be the same as for 1987.

Hourly and nonexempt-salaried employees will pay 65 cents a week for Option 1 coverage; \$1.30 a week for Option 2 coverage; and \$1.95 a week for Option 3 coverage.

Exempt-salaried employees in 1988 will pay \$1.50 a month for Option 1 coverage; \$3 a month for Option 2 coverage; and \$4.50 a month for Option 3 coverage.

- Option 1 provides for spouse coverage of \$5,000 and \$1,000 coverage for each dependent child.
- Option 2 provides \$10,000 in spouse coverage and \$2,000 in coverage for each dependent child.
- Option 3 offers \$15,000 in spouse coverage and \$3,000 in coverage for each dependent child.

For example, if a married em-

ployee with four children has Option 3, there is \$15,000 life insurance on the spouse and \$3,000 on each of the four children.

"Experience-rated" plans

These are "experienced-rated" plans, which means the cost of coverage is borne entirely by participating GE employees, except for GE's administrative work related to the plans.

The 1988 rates are based on an analysis by the plans' carrier—the Metropolitan Life Insurance Co.—of claims incurred in 1987 and projections for 1988.

Motor and Transformer employees who wish to enroll in the plan should visit the Building 18-1 Personnel Accounting office to receive an application form. There are also forms available at the Motor plant benefits tables. ACSD employees should get their forms from Employee Relations.

Long Term Disability Insurance provides coverage for those 'It-couldn't-happen-to-me' disabilities

Rates for LTDI remain same in 1988

1988 payroll deduction rates for the GE Long Term Disability Insurance Plan for hourly employees will remain the same as for 1987. Metropolitan Life Insurance Co., the insurance carrier of LTDI, said the decision not to change the rates was based on 1987 claims experience and the expected experience in 1988.

Hourly employees with 14 years or more of pension qualification service will pay \$4.50 a week for Long Term Disability Insurance. Those with less than 14 years of pension qualification service will pay 0.9% of normal straight-time weekly earnings for the coverage.

For those not in the GE Pension Plan, continuous service is substituted for pension qualification service when determining an individual's cost.

LTDI is an "experience-rated" plan whose cost to participants varies depending upon how many employees are in the plan and the plan's liability for payments because of long-term disabilities. Some years the rates go up; other years they stay the same or go down.

Goal: 50% of Earnings

The Long Term Disability Insurance Plan is designed to provide income to

GE hourly people in case they become totally disabled for more than six months. Benefits start after weekly sickness and accident benefits under the GE Insurance Plan have been used up.

The plan assures participants that they will have—from LTDI, Social Security, and certain other sources—an income of at least 50% of their normal GE earnings until at least age 65, if they are totally disabled as defined under this plan.

Homer Jennings, benefits manager, urges that anyone not now enrolled for Long Term Disability Insurance seriously consider the value of having such protection.

"Unforeseen misfortunes can happen to anyone," he said. "LTDI is a way to help prepare for them."

If you did not enroll for LTDI when you were first eligible or have dropped out, you may apply for coverage by providing proof of good health satisfactory to the insurance company. Before applying, however, you should read about the plan in the benefits booklets.

GE salaried people are not eligible for this particular plan but can participate in a similar plan called the Long Term Disability Income Plan.



Arlene Switzer is back at work and doing well after having been out seven months last year.

It was a roller-skating accident last year that made Arlene Switzer a believer in Long Term Disability Insurance. The Power Supply truck operator broke her leg in two places and couldn't come to work for seven months.

After the sixth month, Switzer's weekly sickness and accident benefits ran out. That's when LTDI kicked in, paying 50 percent of her normal income for the final month off work.

"I never dreamed I'd be off work seven months," she said. "It (a long-term disability) can happen to anyone."

Switzer said she couldn't imagine being out longer than seven months. "If you didn't have that type of insurance (LTDI), you'd be up a tree."

The GE Medical Plan took a big bite out of Switzer's financial burden resulting from the accident. "I couldn't believe how much the medical bills were. I sure can't complain about my insurance—it was wonderful. You're not going to get the kind of benefits we get here anywhere else."

Adlets

FOR SALE

ANTIQUES: oak desk & chair, walnut table, chest of drawers, 632-4733.
NEW POOL TABLE: light fixture, make offer, 432-0856.
TWO STUDDIED TIRES, mounted on Monza wheels, B-78-13, Goodyear, \$30, 745-9058.

'78 PINTO WAGON, air, 745-0639.
COMPUTER, Atari 1200 xc, 1050 disc drive, 1027 printer, software, 485-8097.
'78 CAMARO, Z-28, great engine, some rust, \$2,200, 483-0224.
2 MASONIC SECTION GRAVE LOTS, make offer, 489-4881.
2 TWIN BEDS; dresser, maple, nice, 485-9870 after 5 p.m.
FIREWOOD, delivered & stacked, \$50/rank, 484-8891.
HUMIDIFIER, Sears automatic console, \$25, 426-8371.
RELOADING EQUIPMENT, 45 cal., auto., reasonable, 447-4066.

SNOW TIRES & RIMS, 13" radials for Escort, \$45, 485-8300.
'82 FORD LTD WAGON, perfect cond., 486-8110, after 4 p.m.
WORK BENCH TOOLS, assortment, reasonable, 447-4066.
FAMILY PLOT & MARKER, Covington Memorial, 485-7835.
'69 CAMPER SPEC. TRUCK, GMC, H.D. ¾ T., high mi., good maintenance, \$550, 749-9372.

WANTED

USED DRAPES, 747-6264.
HEAVY DUTY STAND MIXER, GE, 745-9067.
LIONEL & AMERICAN FLYER TRAINS, any cond., 1-724-8011.
GAS STOVE; refrigerator, 18 cu. ft. or less, 749-2898.
TRANSMISSION, for '80 Toyota Truck, 5 spd. 834-4401 after 5 p.m.
HOME FOR 2 YR. CALICO CAT, female, 2 yr. old, 432-4268.

SERVICE

BASEMENT REPAIR, concrete, brick, block, 456-1187.
CONTINUOUS GUTTER & SIDING, free est., 627-2429.
MUSICMAN DJ, all occasions, 447-4447.
SWEETCAKES THE MAGIC CLOWN SHOW, also bear, gorilla, 745-1545.
LIVE BAND, all occasions, 432-9397.

FOR RENT

DUPLEX, S.W., unfurn., 1 bedrm., gas, laun. fac., \$195, 489-3844 after 5 p.m.

FOUND

CAKE PAN, glass bottom, silver cover, left on newstand near Lindley gate, Ext. 2376.

GE Club Calendar

Jan. 14, Pensioner's Euchre, 12:45 p.m. to 3:30 p.m.
Jan. 16, Whizzers Square Dance, 7 p.m. to 11 p.m.
Jan. 21, Bloodmobile, all day.
Jan. 23, Bucks & Dears Square Dance, 7 p.m. to 11 p.m.

Weekly Events

Tuesdays
Table Tennis, 5 p.m. to 6 p.m.

Basketball, 6:30 p.m. to 9:30 p.m.

Wednesdays
Golden Squares, 12:30 p.m. to 3 p.m.
Volleyball, 6:15 p.m. to 11 p.m.

Thursdays
Table Tennis, 5p.m. to 6 p.m.
Basketball, 6:30 p.m. to 9:30 p.m.

Fridays
Beginner Square Dance, 7 p.m. to 11 p.m.

In memory

Doyle C. Huffman, 4822 Hessen Cassel Rd., died Dec. 21. He retired from GE in 1973.
Frederick G. Leinker, 647 W. Fourth St., died Dec. 26. He retired from GE in 1983.
James Sanders, 2630 Stinson Dr., died Dec. 4. He retired from GE in 1985.
Elmer C. Place, Warren, died Dec. 3. He retired from GE in 1971.
Anthony J. Koorsen, 4225 Buell Dr., died Dec. 6. He retired from GE in 1968.
Lloyd Forsythe, R.R.#6, died Dec. 4. He retired from GE in 1967.
Dwight Kimble, Decatur, died Dec. 1. He retired in 1956.

Kenneth J. Redding, 6510 Covington Rd., died Dec. 10. He retired from GE in 1970.
Albert R. Groff, 2220 Hobson Rd., died Dec. 22. He retired from GE in 1985.
Oscar F. Meyer, New Haven, died Dec. 17. He retired from GE in 1971.
Julius E. Barrand, 3918 Hedwig, died Dec. 20. He retired from GE in 1965.
Evelyn D. Armstrong, 650 Putnam, died Dec. 21. She retired from GE in 1972.
Grace M. Hoon, 2626 Fairfield Avenue, died Dec. 11. She retired from GE in 1961.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

JANUARY 14, 1988

FORT WAYNE, INDIANA

VOLUME 70, NO. 2

Manufacturing managers call on all functions to help implement Contemporary Management Concepts

Contemporary Management Concepts are not just for the plants. That's the message Manufacturing managers from across the business had for managers representing the other functions at a meeting in Fort Wayne last week.

Up till now, CMC efforts—which include cycle reduction, quality improvement and self-direction—have been focused solely on the plants. But at a meeting in December, plant managers agreed that they could no longer carry the CMC burden alone.

"That's why we decided to call a meeting with leaders from the other functions," said Bob Etien, manager of appliance and air-moving manufacturing. "We need to convince the other functions that CMC is everybody's business."

Eliminating waste

He went on to explain that the cen-

'We need to convince the other functions that CMC is everybody's business.'

Bob Etien

tral purpose of CMC is to eliminate the waste of time, money and other resources in the business.

"One primary objective," he said, "is to shorten the time it takes between the customer's order until his product is delivered. There are numerous things we can do outside the plants to help us

accomplish this.

"For example, just think of the time each of us could take out of our daily work cycle by treating every piece of mail in our in-basket with the same sense of urgency we have about filling out and turning in our time card.

"Engineering can help by focusing

closely on the manufacturing process when making a motor design. We need them to develop mistake-proof designs that help us reduce quality errors in Manufacturing. The fewer quality errors we make, the sooner we can get the product through the plant and to the customer.

"Marketing can help by translating market requirements into a structure of products that meet multiple needs. This reduces set-ups in the plant and saves valuable time and money."

Treating each other as customers

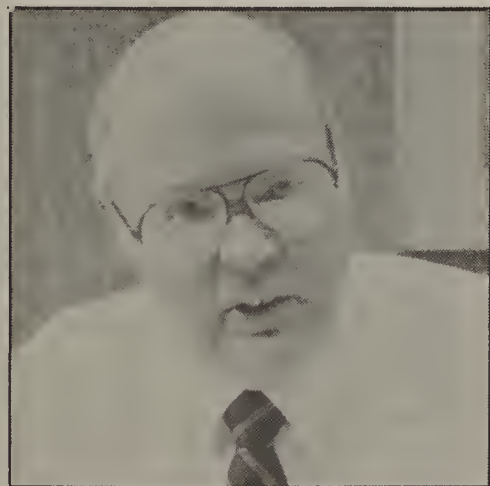
Roshan Chhabra, program general manager for the Commercial team, said employees can start implementing CMC by treating each other as customers.

"I'm talking about attending meetings on-time and having a sense of

continued on page 4.

Outlook blurred by stock market crash

Slight downturn expected for markets



Dick Steele, manager of forecasting and marketing research, says foreign end-product suppliers will not give up their U.S. market share easily.

The aftermath of October's stock market crash could have a negative impact on the market for motors in 1988, says Dick Steele, GE Motors' manager of marketing research and forecasting.

"There's a possibility that the crash could spark a recession in late 1988," Steele noted. "If that happens, our markets could decline somewhat further than our current forecast would suggest."

GE forecasters expect a decline in the overall market for motors of about three percent in 1988 from 1987, not taking into account the possibility of recession. Steele says the expected decline wouldn't be tragic, considering that 1987 was an up year for motor markets.

Commercial and industrial markets, which are served by both Fort Wayne GE Motor plants, saw some recovery in 1987 from previous years. All indications are that the recovery should continue, again discounting the possibility of recession late in the year.

Declines are expected in the consumer segment, which includes pri-

marily the appliance and heating/air-conditioning (HVAC) segments. Both of these segments did very well in 1987. The HVAC market benefited from high air-conditioner sales during an unseasonably hot summer. The appliance market has been at record levels for the past four years.

The anticipated 1988 market decline for these products is driven by an expected downturn in housing completions. Fewer housing completions means fewer heaters, air-conditioners and appliances sold and, thus, fewer motors sold. The appliance market could also be affected by a deterioration of consumer confidence resulting from the stock market crash.

Indirect Imports still issue

Steele pointed out that indirect imports are still a serious issue affecting domestic motor manufacturers, including GE, Emerson and others.

Indirect imports are motors which come into the United States mounted on (or as a component of) end-pro-

ducts like room air-conditioners, industrial pumps, fans and compressors. These imports take up about 25 percent of the total U.S. market for motors.

Rapid turnaround not expected

With the decline of the U.S. dollar, the growth in indirect imports has slacked off some over the past year, but a rapid turnaround is not expected.

"You can bet that foreign end-product suppliers will not give up their hard-won U.S. market share easily. Nor will U.S. end-product manufacturers find instant access to foreign market share simply because the lower-value dollar makes prices more attractive," said Steele.

"We're still very much at competitive war with foreign manufacturers, especially from the Far East.

The name of the game is providing the best product at the best price. GE is very much aware of that, as is Emerson, A.O. Smith, Baldor and our other domestic competitors."

Employees choose retirement Jan. 1

Among the employees who chose to retire Jan. 1 are Max A. Plummer, Building 19-1; and Marcele L. Davis, Taylor Street.

Ida S. Yahne retires with 43 years of service. She began as a messenger in Building 2-3 and retires as a sub-assembler in Power Supply. "I'm thankful for a retirement plan and other benefits. I plan to bowl, fish and travel."



Richard C. Freygang retires with 42 years of service. He began as a window washer in Building 20-2 and retires as an enameler at the Wire Mill.



Donald R. Teeeters retires with 33 years of service. He began as a time standards analyst in Specialty Motor and retires as a programming specialist in Technology at Taylor Street. Thanks to early retirement we plan to go back for more schooling. I'll spend more time on the many hobbies—including radio controlled airplanes—and take some trips we've planned with our grandchildren."



Evelyn J. Warner retires with 27 years of service. She began as a welder at Taylor Street and retires as a wash operator in Building 4-3. "My plans for the rest of my life are to give my very best each day I live."



Melvin H. Schradler retires with 44 years of service. He began as a messenger in Building 6-3 and retires as a materials clerk in Building 4-2. "I've known many fine GE persons at several plant locations. I appreciate the excellent benefits, and will retire with traveling, fishing and golf to occupy more of my time."



Angela F. Spieth retires with 25 years of service. She began as a welder at Taylor Street and retires as a machine operator in Building 4-2. "I enjoyed my years at GE. I made so many friends through the years, and I'm going to miss them. I like to travel but most importantly take one day at a time."



W-2's scheduled for distribution

All employees will have received their W-2 statements by Jan. 27. They will be distributed with paychecks.

GE retirees to meet for annual dinner in Florida

The 28th annual Retirees' Dinner will be held at the Egypt Shrine Temple, 4050 Dana Shores Drive, Tampa, Fla., on Feb. 12. Social hour begins at 11:30 a.m., with dinner at 12:30 p.m. Cost is \$9 per person. Send a note to Robert Younghaus, 2117 Village Hill, Valrico, Fla., 33594. His telephone number is 813-681-6299.

No change in '88 rates for salaried LTDI plan

GE salaried employees enrolled in the Long Term Disability Income Plan in 1988 will pay the same rate for coverage as they did in 1987—\$1.15 a month for each \$100 of monthly benefits.

Like the Long Term Disability Insurance Plan for GE hourly people, this is an "experience-rated" plan. Costs to participants are based on claims experience and the money needed to cover the liability for payments

to salaried people who have long-term disabilities.

Plan benefits

The Long Term Disability Income Plan is aimed at providing income to disabled salaried employees in case they become totally disabled for more than six months. Benefits start after weekly sickness and accident benefits under the GE Insurance Plan are used up.

The plan assures that participants will have an overall income of at least 50% of their normal GE earnings until at least age 65. Benefits may continue for life—on a reduced basis after age 65—if the disability began before age 60 and continued to age 65.

Monthly coverage schedule

To determine the "monthly coverage" on which payroll deductions are based, see the schedule of benefits on

page 55 of the "General Electric Employee Benefits Summary Plan Description" booklet for salaried employees.

Salaried people who did not enroll for this insurance coverage when they were first eligible or who have dropped their coverage may apply for coverage by providing proof of good health satisfactory to the Metropolitan Life Insurance Co. Before applying, one should read about the plan in the benefits booklets.

health tip

Weight-control efforts must be sustained to be effective

One reason many diet weight-control programs fail is that people think of them as a temporary measure to achieve a certain goal by a certain date.

Often behavior modification is needed. It entails changing your behavior patterns and long-standing eating habits.

To start, you should select a good diet—one that's low in cholesterol, saturated fat and sodium. Your doctor can help you with this diet.

To change your eating habits, first identify them. Each day, write down everything you eat and drink. Note the time of day you ate the food, where you ate it and how you felt. After two weeks, study the record to see which eating habits you can keep and which need changing. Once you've identified self-defeating habits that are part of your behavior, you can change them.

There are various strategies you can use to control your eating habits. One is to write a contract with yourself that rewards you for each goal you achieve. When you have negative feelings that lead you to eat, substitute another pleasurable activity.

Of course, exercise is a good companion activity to any diet. It serves many purposes: burning calories, improving muscle tone, and improving the efficiency of your cardiovascular system.

Other risk factors associated with coronary heart disease also need monitoring. They include such measures as stopping smoking, controlling hypertension, including being aware that some antihypertensive drugs raise cholesterol, and bringing diabetes under control.

Elex starts year with brown bag supper and bingo-style card party in February

The Elex Club will resume its programming for 1988 with a brown bag supper and "bingo-style" card party scheduled for Monday, Feb. 8, at 4:45 p.m. in the GE Club auditorium.

Members are encouraged to bring their own dinner, go together with friends and order a pizza, have your favorite restaurant deliver food, or order sandwiches from the GE Club bowling alley. Elex will furnish dessert and drinks.

After the supper, participants may play cards, "bingo-style," with wrapped prizes awarded.

Tickets for the program are \$2 per person and may be purchased from

your Elex Club contact representative or by contacting the Elex Club office, 428-3240, for a reservation. Make your checks payable to the Elex Club and mail to the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801.

Members are also encouraged to replenish the Food Bank by bringing non-perishable foods, dry goods, paper products, etc. to this program or drop off the items at the Elex office. Office hours are Mondays and Wednesdays from 11 a.m. to 5 p.m. and Fridays from 10 a.m. to 1 p.m.

Alternate snow day for the party is Monday, Feb. 15.

Employees must resubmit 'JUMP' cards

Employees who have submitted Job Upward Mobility Program (JUMP) interest cards are reminded that cards turned in during 1987 (except those submitted in December) became void at the end of the year.

Those who wish to receive primary consideration for jobs listed under JUMP in 1988 should submit new job interest cards. These cards are available from production coordinators and supervisors.

GE NEWSLINE

GE's Kidder, Peabody reorganizing to focus on clients' changing needs; workforce to be reduced by 1,000

NEW YORK—Faced with a rapidly changing environment in the securities industry, Kidder, Peabody & Co. is reorganizing to become more focused on customer needs, more efficient, and more cost-effective.

The Wall Street investment firm, 80% owned by GE, is reducing its workforce by about 1,000 to between 6,300 and 6,400 people. This is approximately its employment level of early 1986.

The entire securities industry is going through "downsizing" after a decade in which it grew faster than nearly all other industries in this country.

In its streamlined organization, Kidder will concentrate on capital markets and individual sales.

"We've decided we can't be everything to everybody," said Max Chapman, Kidder, Peabody's president. "We're going to take our best people and get them working on the things we do best. The investment-banking industry can best serve its clients and customers by providing focused, cost-effective expertise."

"Change is never easy—but lack of change causes stagnation. We regret the need to reduce staffing levels, but it is absolutely necessary that Kidder, Peabody be a cost-effective operation."

Japanese firm producing TVs in Indiana for Emerson Electric

PRINCETON, Ind.—Orion Electric, an international electronics company based in Japan, has opened a 130,000-square-foot plant in Princeton to produce TV sets for Emerson Electric. About 200 people are employed there.

Orion, already a major supplier to Emerson from its plants in Japan and

Taiwan, will make products in Princeton only for Emerson. Emerson is building a warehouse across the street from this plant.

The first model produced at this plant is a 27-inch color TV with a suggested list price of \$999.

GE among four big winners in intense competition for NASA's space station

WASHINGTON—Capping several years of intense competition among aerospace companies, the National Aeronautics and Space Administration (NASA) has selected GE, McDonnell Douglas Corp., Boeing Co., and Rockwell International Corp. for space-station construction contracts.

The space station, which NASA hopes to have manned in 1996 by crews of six to eight, would function as a giant orbiting laboratory 300 miles from the Earth, and would serve as a

jumping-off point for flights to Mars and other planets.

GE's Astro-Space Division in Valley Forge, Pa., and East Windsor, N.J., will build a free-flying, unmanned platform to circle the Earth carrying scientific instruments and will develop plans for satellite servicing.

GE's Government Communications Systems Division in Camden, N.J., will be a subcontractor to McDonnell Douglas. It will provide communications and tracking equipment.


Bloodmobile set for Jan. 21 in GE Club

The next GE Bloodmobile for the Red Cross Regional Blood Services will be held on Thursday, Jan. 21, in the GE Club auditorium.

Employees may donate blood between 11:45 a.m. and 4 p.m. on that date.

Call Mearv Ruhl, extension 2916, to reserve a time or get more information about the Bloodmobile.

GIVE BLOOD



It'll warm your heart.

Adlets

FOR SALE

- '77 DATSUN, 5 spd., new brakes, clutch, \$800, 456-2361 after 5 p.m.
- '79 PINTO, wrecked but runs, cheap, 749-0159.
- PORTABLE SEWING MACHINE, windsor-B, \$25; formals, all colors, \$10, 485-0102.
- WOOD OR COAL BURNER, Hizer '75, water jacket, 80,000 BTU cap., 24" log, \$150, 486-7834 after 6 p.m.
- MATCHING CHAIRS, rocker, regular, \$150, 749-2644.
- 3 DAYTON 500 TICKETS, \$55 each, 219-622-4075.
- '85 ATV 110 KAWASAKI, 3 wheeler, like new, \$650.
- GAS FURNACE, counterflow; dbl. sink, faucets, 432-2896.
- OLD CLOCK, \$90; microfilm reader, \$130, luggage, 422-9368.
- '83 ALLIANCE RENAULT, blue, 5 sp., am/fm, air, cruise, 4 dr., \$1,900, 456-6220.
- 2 ROUND TRIP TKTS TO WASHINGTON, D.C., Friday-Sunday, 1/15-1/18, \$250 for both or \$125 each, 744-5159.
- '81 CUTLASS SUP., 350, pwr, air, cruise, more, exc. cond., 447-3299.
- '72 FORD 1/2 TON PICKUP, 6 cyl., stick, \$695, 486-1520.
- LADIES ICE SKATES, size 6, \$10, 486-7252.

FOR RENT

- APARTMENTS, 1844 Broadway, furn./unfurn., util., \$200-\$250 month, 747-4066.

WANTED

- LIONEL & AMERICAN FLYER TRAINS, any condition, 1-724-8011.

SERVICE

- CONCRETE CONSTRUCTION, brick, block, 456-1187.
- SWEETCAKES THE MAGIC CLOWN SHOW, all ages, also comedy gorilla, bear, 745-1545.
- KC & COMPANY BAND, all occasions, variety of musical styles, 489-3704.

GE Club Calendar

Ray Fischbach, manager, 432-2953.

January

- Jan. 14, Pensioner's Euchre, 12:45 p.m. to 3:30 p.m.
- Jan. 16, Whizzers Square Dance, 7 p.m. to 11 p.m.
- Jan. 21, Bloodmobile, all day.
- Jan. 23, Bucks & Dears Square Dance, 7 p.m. to 11 p.m.

Weekly Events

Tuesdays

- Table Tennis, 5 p.m. to 6 p.m.
- Basketball, 6:30 p.m. to 9:30 p.m.

Wednesdays

- Golden Squares, 12:30 p.m. to 3 p.m.
- Volleyball, 6:15 p.m. to 11 p.m.

Thursdays

- Table Tennis, 5p.m. to 6 p.m.
- Basketball, 6:30 p.m. to 9:30 p.m.

Fridays

- Beginner Square Dance, 7 p.m. to 11 p.m.

In memory

- John J. Klejnot, 1417 Barthold, died Jan. 3. He retired from GE in 1982.
- Ralph K. Kimmel, 3109 Plaza Dr., died Jan. 2. He retired from GE in 1965.
- Eugene E. LaVine, Fremont, died Dec. 30. He retired from GE in 1976.
- Edwin C. Moellering, 825 McKinnie, died Jan. 3. He retired from GE in 1959.
- Dolores E. Connin, 528 Curdes Ave., died Dec. 31. She retired from GE in 1976.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager Editor
Jim Martin Vance Meyer

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Here's how to redeem GE stock shares

Employees who are about to redeem GE stock shares are advised to first consult the GE Stock Redemption Plan information listed in the benefits booklets.

These steps should be studied and followed carefully in order to save a significant delay in turning stock into cash.

Procedure outlined

Here's an outline of the procedure for redeeming stock shares.

First, the form on the back of the GE stock certificate should be completed as follows:

1. After the words "hereby sell, assign, transfer unto" on the top line, insert "General Electric Company."

2. Before the word "shares" at the end of the next section, insert the number of shares to be sold. It can be any number up to and including the number of shares on the certificate.

3. On the line marked, "dated,"
insert the date the certificate is signed.

4. Below the dateline, the owner or owners should sign their names as they appear on the certificate.

The completed stock certificate or

certificates should be mailed to:

**Securities Ownership Services
General Electric Company
P.O. Box 6015
Schenectady, NY 12301-6015**

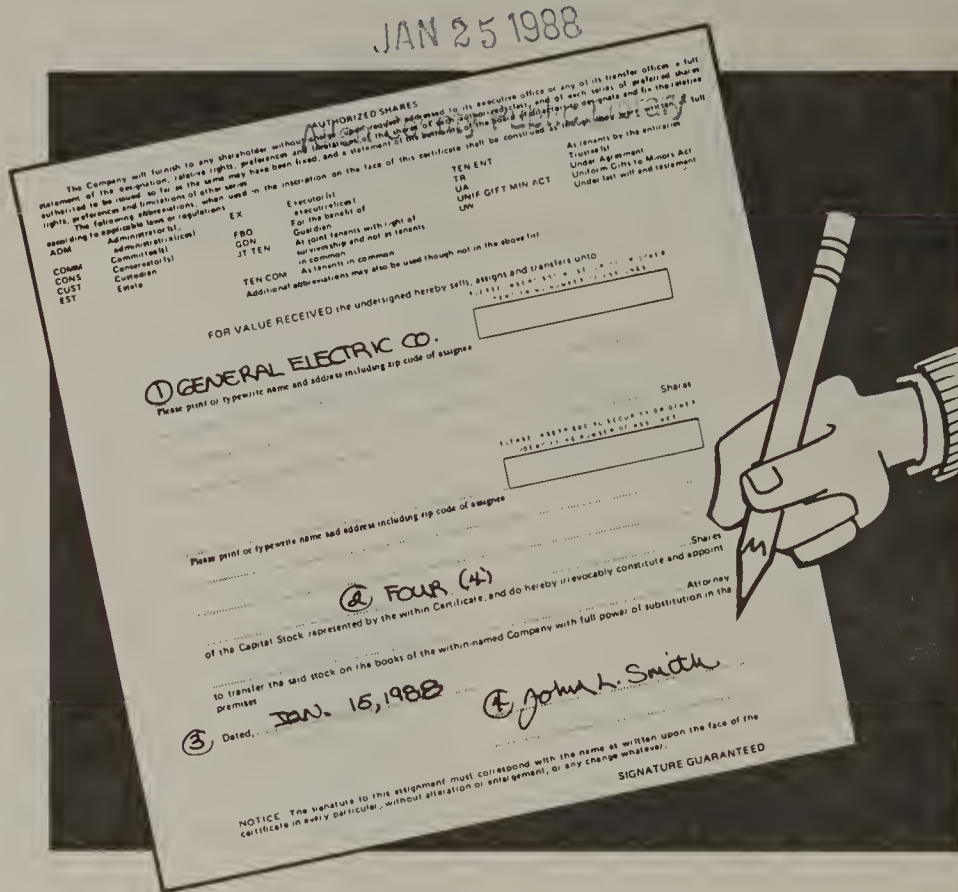
Certificates should be forwarded by registered mail and insured to at least two percent of the market price of the shares being mailed. This is to cover the replacement cost of the certificate if it is lost in transit.

A check covering the sale will be mailed to the owners by Securities Ownership Services. Unless the owners advise SOS in writing of a different address, the check will be mailed to the most recent address in company shareowners records.

If your current address is different than the address listed on the certificate, you should list your current address on the bottom of the back side of the certificate.

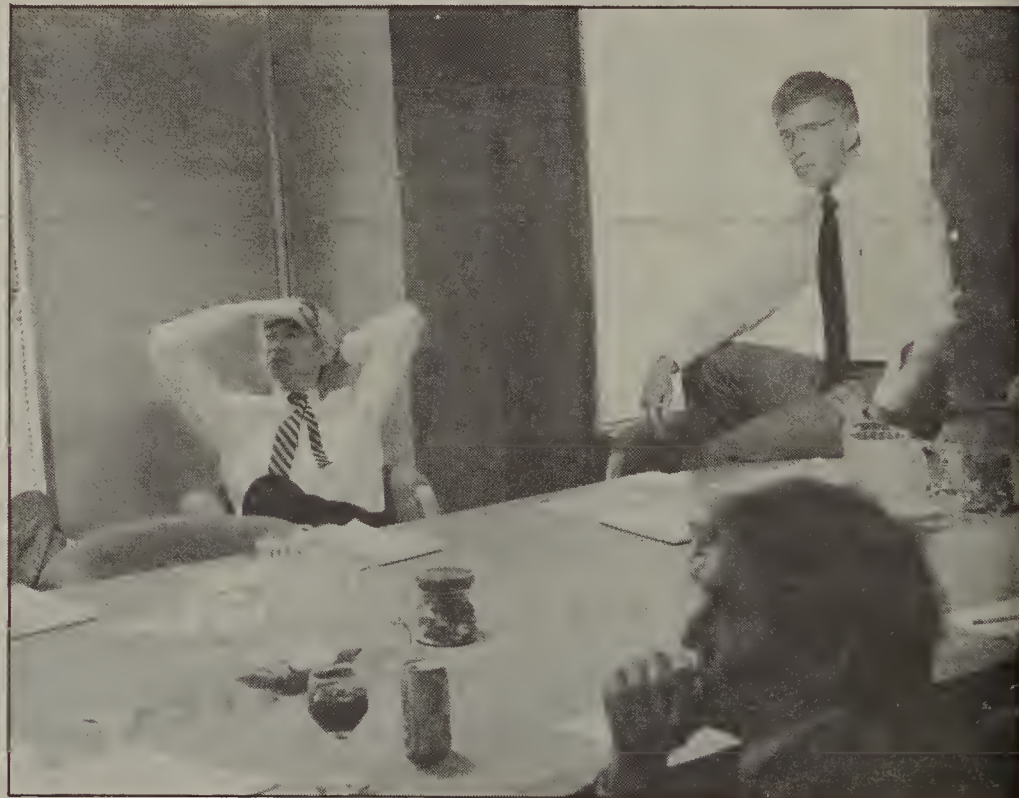
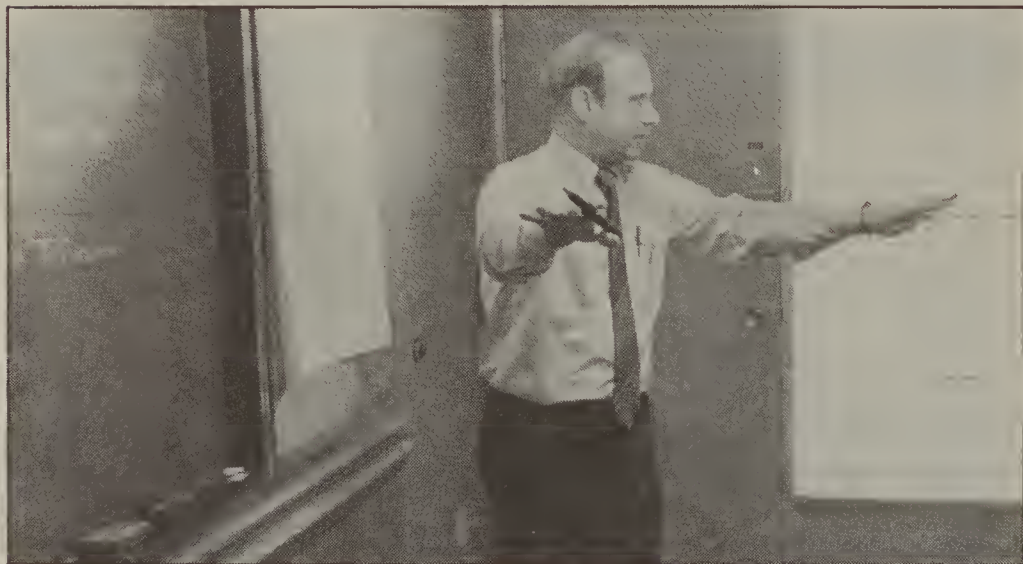
Under the stock redemption program, stock will be purchased free of broker charges and commissions, but a minimal New York State Stock Transfer Tax may be assessed.

The value paid will be equal to the closing market price on the New York



Stock Exchange on the day the properly completed certificate is received by SOS in Schenectady. Proceeds are

generally mailed to owners within a week after receipt of the stock certificate.



(Above) Butch Gould, appliance program general manager, leads a group of Motors managers in a discussion of how to integrate Contemporary Management Concepts in every function of the business. Looking on are (around table from left) John Suci, Systems manager, Terry Gautsch, Customer Service manager, and Art Autorino, DeKalb plant manager.

CMC not just for Motor plants

continued from page 1.

urgency about returning telephone calls and letters," he said. "When we make each other wait, the customer is the one who ultimately waits."

Developed action items

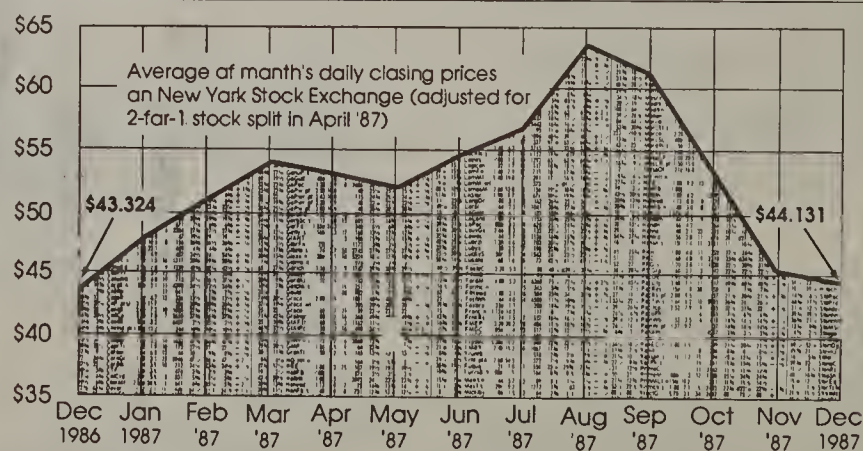
Participants of the meeting broke into small groups to develop a list of specific CMC areas that will need attention in the coming months in the various functions.

It is hoped that they will take that information back to their functions and begin integrating CMC throughout the business.

STOCK WATCH

GE Stock Prices

December '86 — December '87



Market Comparison: During this one-year period — despite several large drops in the stock market — the GE stock price increased 2% while the Standard & Poor's index of 400 industrial stocks showed no increase.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

WALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803



General Electric News

JANUARY 21, 1988

FORT WAYNE, INDIANA

VOLUME 70, NO. 3

GENERAL PERIODICALS
NON-CIRCULATING

GPM system converted in December

Order-Ship-Bill system moves toward completion; enables GE Motors to operate as 'one business'

Specialty Motor, General Purpose Motor, Appliance Motor, Hermetic Motor, and Small AC Motor—These product departments were eliminated when GE's motor operations were consolidated into one Motor Business in 1985.

However, the computer systems used by each of the old product departments for processing orders have remained in use until recently. As a result, some Customer Service personnel have had to access up to five different systems in order to serve a customer.

A new computer system called the Order-Ship-Bill system is changing that. OSB will tie information about all motors made by GE—regardless of their product classification—into one system.

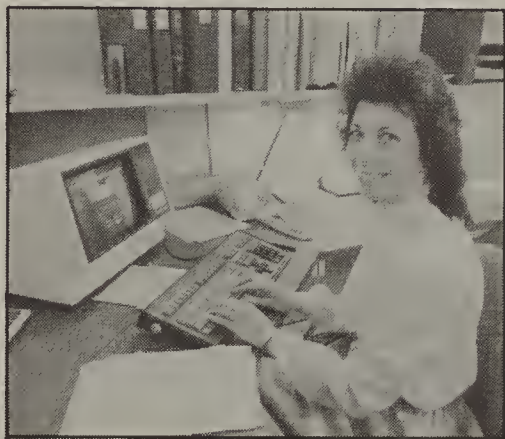
GPM converted

The most recent development to the OSB system was the conversion of the old General Purpose Motor system to the OSB system in late December. Employees from all functions of the business worked together over the past year to develop specifications for this conversion. Members of the Manufacturing Support and Motor Information Systems organizations went to the plants that had used the old GPM system and trained them on how to use the new system.

'A complex system such as this one requires a great deal of ownership and commitment on the part of the people who use it.'

Terry Gautsch

To date, the old systems for Appliance Motor, Hermetic Motor and now GPM have been eliminated. The data from those systems has been put on-line with OSB. The GPM conversion was the greatest hurdle because of the large volume and variety of customers and plants involved. Specialty Motor



Pam Thomas, Order-Ship-Bill support specialist in the Customer Service Operation, takes orders on the OSB system and directs them to the appropriate function (Engineering, Marketing etc.) and ultimately to the plant where the order will be built and shipped. She also inputs any special instructions which might be associated with a motor order.

and Small AC Motors are expected to be converted to OSB later this year.

Terry Gautsch, manager of the Customer Service Operation, said it has taken longer than expected for the OSB system to come together, but it's finally starting to gel.

"A complex system such as this one requires a great deal of ownership and commitment on the part of the people who use it. That's what we've seen from our OSB users over the past year," Gautsch said.

Steering committee leads OSB effort

An "OSB Steering Committee," made up of representatives from various functions of the business, has been responsible for facilitating the development and implementation of the system.

The committee has helped create an understanding between the people in the business who use OSB and those in the Motor Information Systems organization who are responsible for developing the system.

"The dialogue between us (users) and the Systems organization has definitely been key to the recent growth of OSB," said Dave Schimmel, manager of Distribution Customer Service and member of the steering committee. "I think people used to have the feeling that all they had to do was



Members of the OSB Steering Committee are (around table from left), Dorothy Hinton, Customer Service; Roger Keller, Manufacturing Support; Jane Friddle, Customer Service; Dave Schimmel, Customer Service; Keith Herring, Motor Information Systems; and Judy Johnson, Customer Service. Not shown are John Earlywine, Sales Division; Tom DeLong, Manufacturing Support; Lou Blankenship, Motor Finance; and Russ McClure, Motor Information Systems.

call Systems and they would come running with a bag of magic tricks. What we've learned over the past year is that Systems needs us to give them a thorough explanation of our needs. The magic can't start until we do that first."

Gautsch praised the efforts of the Systems organization and the OSB Steering Committee over the past year. "They have really committed themselves to OSB," he said. "We recognize the Systems organization as the backbone of the steering committee. Together, we're working to better serve our customers."

How it works

The OSB system works basically like this:

- After a customer's purchase order has been placed with a sales office, a requisition with the customer's requirements is created and fed into the OSB system.

- OSB automatically checks the customer's requirements against a "product master file." The order is then transmitted by computer to the appropriate plant or warehouse, or to engineering if it is a new model.

- The plant or warehouse OSB user inputs the promise dates back into the system for the sales offices.

- After the order has gone through the plant and the motors are built,

OSB automatically generates the invoice and shipping papers.

"OSB has taken a significant amount of time out of the cycle between the receipt of the customer's order and delivery," Schimmel said. "And with OSB, our sales offices now have quicker access to information regarding the promise date or status of the customer's order."

"Of course there are dozens of other elements involved in providing good service to customers. But without question the OSB technology helps put us in a leadership position in the motor industry."

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Photography - John Hicks; Art - T.C. Schlie;
Adlets - Gloria Smith; Graphic reproduction
-Paul Christlieb, Darrell Resler.

GE, Thomson S.A. complete medical, Consumer Electronics transaction

FAIRFIELD, Conn.—GE and Thomson S.A. of France, the electronics company, have completed the transaction whereby GE acquires Thomson's medical equipment business and Thomson acquires GE's consumer electronics business. The exchange has received approval from both the U.S. and French governments.

In the transaction, which became effective Dec. 31, 1987, GE also received an undisclosed amount of cash. GE and Thomson first announced plans for the exchange on July 22.

GE said the addition of Thomson will significantly strengthen its presence in European and Latin American medical equipment markets.

Tokyo Stock Exchange grants membership to Kidder, Peabody

TOKYO—Kidder, Peabody & Co., a securities brokerage firm 80% owned by GE, is one of 16 foreign firms being admitted in May to membership in the Tokyo Stock Exchange. This is only the second time foreign firms have been admitted to this exchange. Six were admitted in 1986.

Other U.S. firms granted member-

ship this year include Smith Barney, Harris Upham & Co.; Salomon Brothers Inc.; Prudential-Bache Securities Inc.; Shearson Lehman Brothers Inc.; and First Boston Corp.

Three U.S. companies were admitted in 1986. They are Merrill Lynch & Co., Goldman Sachs & Co., and Morgan Stanley Inc.

Employees to retire in February

The following employees have decided to retire effective Feb. 1: James H. Heckman, Taylor St.; Howard W. Stephen, Bldg. 4-5; Betty J. Johnson, Bldg. 4-4; and Pauline A. Bergquist, Bldg. 26-3.

Congratulations and good luck for a long and meaningful retirement.

Bingo Luncheon set

Elex will have a Bingo Luncheon on Thursday, Feb. 18 at 11:30 a.m. It will be a buffet style luncheon at Ceruti's Reception Hall located at the corner of Hatfield Road and Washington Center Road.

The cost is \$5.50 per person and is for members only. Reservation deadline is Thursday, Feb. 4. Make checks payable to Elex or mail to the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801.

Sixth Chapter proposed for Elex

Elex is investigating the possibility of organizing a sixth chapter for Honorary Life Members.

According to Lorine Peters, who is coordinating this effort, there have been several requests from Honorary Life Members (any retired woman who belonged to Elex the last five consecutive years of her GE service) to join a chapter. At the present time there is a long waiting list to join two of the chapters and limited openings for membership in the other three

existing chapters. That's the reason many have suggested that a new chapter be formed.

By mailing in the coupon below, Honorary Life Members will be casting their support for a new chapter.

"It's an honor and privilege to be a charter member of an Elex chapter," said Peters, "but this privilege comes with responsibility. Charter members must be willing to hold elected offices and chair various committees which are vital to organize the sixth chapter."

Elex sixth chapter interest form

I'm interested in being part of a new sixth chapter to the Elex Club

Name _____

Address _____ Zip _____

Telephone _____ Date of GE Retirement _____

Comments _____

Please mail to "Elex Sixth Chapter," 1142 Elm St., New Haven, IN 46774.

Pensioner's Euchre Club to meet

The next Pensioner's Euchre Club event is scheduled for Tuesday, Feb. 2, in the GE Club.

Participants should arrive around by 12:45. There is a one dollar charge

for prize money.

Subsequent Euchre Club meetings are scheduled for March 1, April 5, and May 3.

Adlets

FOR SALE

- '82 FORD LTD, 4 dr., \$1,800, 424-8529.
'71 CHEVY DUMP TRUCK, C50 single axle, \$3,500.
ANTIQUES: oak desk, office chair, repro. fern & quilt stands, 632-4733.
HUMIDIFIER, Sears room console, \$40, 637-5550.
2 MATCHING CHAIRS, 1 is rocker, \$50, 749-2644.
LARGE MEN'S CLOTHING, 18-18 1/2 shirts, 46/30 pants, 52/54 coats, 744-1914.
THREE WHEELER, '85 ATV 110 Kawasaki, like new, 447-3856.
AKC LABRADOR PUPS, 5 wks., black & gold, will be ready Feb. 1, 627-5972.

SERVICE

- BASEMENT REPAIR, block, brick, concrete, 456-1187.
SWEETCAKES THE MAGIC CLOWN SHOW, all ages, also gorilla, bear, more, 745-1545.

WANTED

- OUTDOOR STORAGE SPACE, local for camper, 749-2036.
GAS STOVE, refrig., under 18 cu. ft., good cond., 749-2898.
LIONEL & AMERICAN FLYER TRAINS, any cond., 1-724-8011.
USED BIKE, 10 or 5 spd., adult, good cond., 432-6727.

GE Club calendar

February

- 2 Pensioner's Euchre Club, 12:45 to 3:30 p.m.
6 Whizzers Square Dance, 7 to 11 p.m.
20 Whizzers Square Dance, 7 to 11 p.m.
27 Bucks & Dears Square Dance, 7 to 11 p.m.

Weekly events

Tuesdays

- Table Tennis, 5 p.m. to 6 p.m.
Basketball, 6:30 to 9:30 p.m.

Wednesdays

- Golden Squares, 12:30 to 3 p.m.
Volleyball, 6:15 to 11 p.m.

Thursdays

- Table Tennis, 5 p.m. to 6 p.m.
Basketball, 6:30 to 9:30 p.m.

Fridays

- Beginner Square Dance Class, 7 to 11 p.m.

Bowling scores

Office League

Scherer, 222, 218, 622; Wells, 231; Falk, 224, 213; Baker, 221, 215; Palmer, 221; M. Fischer, 216; Rieger, 213; Knepple, 211; Fischer, 210.

Small Motor League

Cox, 220; Stackhouse, 217; O'Bryan, 215, 215; Sims, 214; Weeks, 211; Gerke, 210.

Elex calendar

January

- 26 Elex Executive Board Mtg., 4:45 p.m., Elex Office.
26 Elex Executive Committee Mtg., 7:30 p.m., Bldg. 18-1 Conf. Rm.

February

- 13 Paint Class, "Old Mill," 9 a.m. to 4 p.m., Bldg. 18-1 Conf. Rm.
13 Paint Class, "Summer Retreat," 6 to 9 p.m., Bldg. 18-1 Conf. Rm.
17 "Spring Time Sampler" quilt class (1 of 5), 7 to 8:30 p.m., GE Club.
18 "Second Shift Luncheon," 11 a.m., Cerutis.
20 "Star Sampler" quilt class (1 of 5), 10 to 11:30 a.m., GE Club.
23 Elex Executive Board Mtg., 4:45 p.m., Elex Office.
23 Elex Executive Committee Mtg., 7:30 p.m., Bldg. 18-1 Conf. Rm.
24 "Springtime Sampler" quilt class (2 of 5), 7 to 8:30 p.m., GE Club.

- 27 "Star Sampler" quilt class (2 of 5) 10 to 11:30 a.m., GE Club.

March

- 2 "Spring Time Sampler" quilt class (3 of 5), 7 to 8:30 p.m., GE Club.
5 Elex "Hillbilly" Round & Square Dance, New Haven Conservation Club, no time scheduled.
5 "Star Sampler" quilt class, (3 of 5), 10 to 11:30 a.m., GE Club.
9 Paint Class, "Welcome Aboard Goose," Bldg. 18-1 Conf. Rm., 6 to 9 p.m.
14 Bingo Supper Program, GE Club Auditorium, 4:45 p.m.

April

- 13 Paint Class, "Waterfall," Bldg. 18-1 Conf. Rm., 6 to 9 p.m.
21 Bosses Night, Goeglein's, 6 to 9 p.m. 30 through May 6, New Orleans trip.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

JANUARY 28, 1988

FORT WAYNE, INDIANA

VOLUME 70, NO. 4

GENERAL PERIODICALS
NON-CIRCULATING

17 1988

VP Awards presented

February's Vice President Awards for Excellence were presented last week by Motors Vice President David Genever-Watling. Shown are (from left) Bill Holder, Engineering; Dennis Burgess, Information Systems; Genever-Watling; Carolyn Schutt, Engineering; Nasser Lukmani, Marketing; Janet Meyer, Customer Service; Phil Teague, Engineering; Larry Bear, Purchasing; and Jim Stout, Manufacturing Engineering. Not pictured are Marian Hamilton, Customer Service; Dan Elliott, Harlan Hanson, Larry Straley, and Jerry Hrdlicka of Juarez; and Stella Carter, Owensboro.



GE announces results for 1987; Motors earnings improve slightly but still below GE average

The General Electric Company announced its preliminary, unaudited financial results for 1987 to the media last week.

Revenues for the industrial segment of the company—which includes the Motor and Transformer businesses—were flat, reflecting continued weakness in markets served. There was a significant decrease in operating profit because of major provisions in many of the segment's businesses for restructuring and product-line exits.

Component Motor sales increased in 1987 compared to 1986. Heating, air-conditioning and ventilating markets were up 17 percent, driven by hot summer temperatures, and appliance markets were up five percent. The commercial and industrial motor markets were flat.

Motors' 1987 operating earnings improved compared with 1986 due to improved sales volume and productivity gains related to prior-year investments in the business. However, continued price deterioration due to competitive pressures from lower cost motor suppliers eroded our ability to recover inflation in our cost. Return on investment and earnings as a percent to sales continued to be well below the company average.

Motors' earnings improvement noted above does not include extraordinary charges associated with the announced closing of the Decatur and Holland

plants.

Motors experienced improvement in base cost in 1987. Material cost inflation, especially copper and aluminum, increased significantly. Total Motor Business labor costs improved slightly, largely due to increased off-shore production and volume leverage.

"1987 was a rebuilding year for GE Motors," noted Dan DeForrest, Motors manager of Finance. "We've gained a great deal of credibility with GE. The leadership of the Company knows we're serious about fixing our business and earning a reasonable return for shareholders."

Only a start

DeForrest was quick to caution that 1987 was only a start. The real test for GE Motors, he said, lies in 1988 and beyond.

"We must make even greater strides toward improving our performance if we expect to receive future investment dollars from GE. Remember, we still have a long way to go to even approach the average return for a GE business. Only those GE businesses which demonstrate they can make a reasonable return will receive future investment funding."

GE's star performers for earnings improvements in 1987 were Financial Services, Plastics, NBC, Medical Systems, and Aircraft Engines.

'87	GE Stock Price	Mutual Fund Price	Holding Period Fund (Constant \$10 price)				Long Term Fund		Money Mkt (\$10 price) YTD Income Rate
			YTD Annual Income Rate				Price	YTD Rate	
			1984	1985	1986	1987			
Jan	\$47.328	\$36.561	13.1%	12.5%	10.3%	8.5%	\$12.03	8.0%	6.4%
Feb	\$50.497	\$38.751	13.1%	12.7%	10.3%	8.5%	\$12.01	8.4%	6.3%
Mar	\$53.472	\$40.189	13.1%	12.6%	10.6%	8.6%	\$11.80	8.2%	6.3%
Apr	\$52.509	\$39.275	13.1%	12.8%	10.6%	8.7%	\$11.33	8.2%	6.4%
May	\$51.569	\$39.394	13.2%	12.8%	10.6%	8.7%	\$11.16	8.2%	6.4%
Jun	\$54.023	\$40.863	13.1%	12.8%	10.6%	8.8%	\$11.21	8.2%	6.6%
Jul	\$56.216	\$42.024	13.1%	12.8%	10.6%	8.9%	\$11.12	8.1%	6.6%
Aug	\$62.881	\$44.201	13.1%	12.8%	10.6%	8.9%	\$10.99	8.2%	6.7%
Sep	\$62.625	\$42.820	13.1%	12.8%	10.6%	9.0%	\$10.73	8.2%	6.7%
Oct	\$52.693	\$37.995	13.1%	12.8%	10.6%	9.0%	\$11.02	8.3%	6.8%
Nov	\$45.050	\$33.139	13.1%	12.8%	10.6%	9.0%	\$11.01	8.3%	6.9%
Dec	\$44.131	\$26.441	13.1%	12.8%	10.6%	9.1%	\$11.04	8.3%	6.9%

'87 prices for S&SP investments; not for reporting tax cost

Here is an update of 1987's monthly prices of available investments in GE's Savings & Security Program.

These are the prices at which S&SP participants "bought" shares and units with their paycheck deductions and the company's matching payments. GE stock prices have been adjusted to reflect the recent two-for-one stock split.

The Long Term Fund price for the last day of each month is also shown, as well as year-to-date annual income rates for the Holding Period, LT, and Money Market Funds.

These figures should not be used for income-tax purposes. S&SP participants receive individualized tax information statements which provide data needed for tax returns.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

GENERAL ELECTRIC

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer



Royse gets \$1,273 suggestion award

Lynn Royse, telephone installer, last week received a \$1,273 suggestion award for his idea to buy LON network cable from a different source, resulting in a significant cost savings for the business. Royse (center) is shown above with Telephone and Telecommunications Manager Tom Jones (left) and Area Services Manager Dick Huhn.

'Eyes on the Prize' returns to PBS; GE underwrites series

"Eyes on the Prize: America's Civil Rights Years 1954-1965," six one-hour programs that chronicle the human stories of the civil rights movement, is being rebroadcast on public television stations. The series will continue to be shown on Monday nights at 9 p.m. through the end of February on WFWA TV 39.

Named "Program of the Year" and "Best News and Informational Program of 1986-87" by the Television Critics Association and "Best Documentary Series" by TV Guide, the series includes rare footage and contemporary interviews with key participants in the struggle for equality.

Since its original broadcast in January, 1987, the program has won recognition and praise from the tele-

vision and film industries, journalists, educators, historians, and civil rights organizations.

The six-part series follows the movement from the segregated post-World War II South to the march from Selma to Montgomery, Ala., from the Montgomery bus boycott to the passage of the Voting Rights Bill.

"Good history is more than chronology," says series executive producer Henry Hampton. "The civil rights movement changed the way Americans thought. The portion we capture in this series is like a pebble dropped in the ocean; the ripples are much of what has happened in American life since 1965."

Major corporate funding for "Eyes on the Prize" is provided by GE and Lotus Development Corporation.

Looking for a snack that's high in nutrition?

Looking for a snack that's low in calories and high in nutrition?

How about a bowl of popcorn. It's fun to make and eat, and it's good for you too—especially if you leave off butter and salt.

Popcorn is a low-calorie snack—only 25 to 55 calories per cup (depending on what you add to it). It's a high-energy whole grain and a good source of fiber. And it's not as expensive as many snacks available in stores today.

What popcorn doesn't have is just as important: no sugar, artificial additives or preservatives.

Some prefer a healthy—and tasty—substitute for salt and butter, such as powdered flavorings or a light coating of Parmesan cheese. A quick spritz of butter-flavor cooking spray helps flavorings such as these stick to the kernels.

Adlets

FOR SALE

- '70 COUGAR CLASSIC, 69,000 mi., make offer, 456-6196.
- AKC LABORADOR PUPS, black/gold, ready Feb. 1, 627-5972.
- FORMAL BURGUNDY DRESS, sz. 10; shoes, sz. 8, worn once, 447-6854.
- GE REFRIGERATOR OVER FREEZER, 16 cu. ft., good cond., \$150, 456-6896.
- HUMIDEFIER, dlx. cool-mist ultrasonic, used 2 wks., \$30 like new, 1-854-3007.
- '79 CUTLASS CALAIS, V8, pwr., nashvl car, clean, \$2,750, 672-9104.
- POOL TABLE, slate top, wood frame, \$300, 625-4189.
- LADIES STEEL-TOED SHOES, 7 1/2 w, excellent cond., \$25 or offer, 432-4317.
- WEDDING DRESS, sz. 13, good cond., reasonable, 447-9285.
- WATER SOFTNER, Culligan's best, excellent cond., \$200, 485-8295.

SERVICE

- SWEETCAKES THE MAGIC CLOWN SHOW, also gorilla, bear & more, 745-1545.
- CONCRETE CONSTRUCTION, brick, block, 456-1187.

Table Tennis standings

After the second round of play, the Wallabys have stretched their lead. The Dingos are creeping up on the Koalas in a race for second place. Wallaby's team included Chris McWhirt, Dale Yoder, Fred Shaheen and Elmer Moses.

Team standings after second round

- 1. Kangaroos 35
- 2. Jumbucks, 37
- 3. Koalas, 44
- 4. Wallabys, 58
- 5. Kookaburras, 23
- 6. Dingos, 41.

Elex calendar

February

- 13 Paint Class, "Old Mill," 9 a.m. to 4 p.m., Bldg. 18-1 Conf. Rm.
- 13 Paint Class, "Summer Retreat," 6 to 9 p.m., Bldg. 18-1 Conf. Rm.
- 17 "Spring Time Sampler" quilt class (1 of 5), 7 to 8:30 p.m., GE Club.
- 18 "Second Shift Luncheon," 11 a.m., Cerutis.
- 20 "Star Sampler" quilt class (1 of 5), 10 to 11:30 a.m., GE Club.
- 23 Elex Executive Board Mtg., 4:45 p.m., Elex Office.
- 23 Elex Executive Committee Mtg., 7:30 p.m., Bldg. 18-1 Conf. Rm.
- 24 "Springtime Sampler" quilt class (2 of 5), 7 to 8:30 p.m., GE Club.
- 27 "Star Sampler" quilt class (2 of 5) 10 to 11:30 a.m., GE Club.

March

- 2 "Spring Time Sampler" quilt class (3 of 5), 7 to 8:30 p.m., GE Club.
- 5 Elex "Hillbilly" Round & Square Dance, New Haven Conservation Club, no time scheduled.
- 5 "Star Sampler" quilt class, (3 of 5), 10 to 11:30 a.m., GE Club.
- 9 Paint Class, "Welcome Aboard Goose," Bldg. 18-1 Conf. Rm., 6 to 9 p.m.
- 14 Bingo Supper Program, GE Club Auditorium, 4:45 p.m.

VIDEO & DJ, all occasions, musician, 447-4447.

BABYSITTING IN MY HOME, northeast, eves., weekends, 482-8380.

Feel good again

Problems don't solve themselves.

Ask for help from your Employee Assistance Program.

Shoemobile scheduled

The Shoemobile is scheduled as follows:

- Taylor Street, Monday, Feb. 22, from 6 a.m. to 4 p.m.
- Taylor Street, Tuesday, Feb. 23, 6 a.m. to 4 p.m.
- West Broadway, Wednesday, Feb. 24, 6 a.m. to 4 p.m.
- East Broadway, Thursday, Feb. 25, 6 a.m. to 4 p.m.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale* ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent* ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803
Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P.O. BOX 2270
FORT WAYNE IN 46801



General Electric News

FEBRUARY 4, 1988

FORT WAYNE, INDIANA

VOLUME 70, NO. 5

GENERAL PERIODICALS
NON-CIRCULATING

Fourth semester ETQ participants graduate

Motors certifies Arkansas Aluminum as Purchased Material Quality supplier

GE Motors last week certified Arkansas Aluminum Alloys as its first Purchased Materials Quality Systems (PMQS) supplier. Presentation of the certification award was made by Motors Advanced Quality Manager Paul Dawley and Direct Material Contracting Manager Ross Sondag.

Motors officials announced months ago that they would require suppliers to integrate Statistical Process Control techniques into their engineering and manufacturing processes. Many suppliers have since put an SPC system in place, but Arkansas Aluminum — a supplier of secondary aluminum — is the first to meet Motors' PMQS specifications.

"It's not surprising that Arkansas Aluminum came in first," said Sondag. "They've been an outstanding supplier since we began buying from them in 1976. We've appreciated their service and quality over the years and are pleased to see that they're committed to serving us as a certified supplier for the long term."

Dawley said Motors' objective is to have suppliers whose quality can be trusted to the extent that we no longer

have to inspect their products. Only those suppliers will be given PMQS certification.

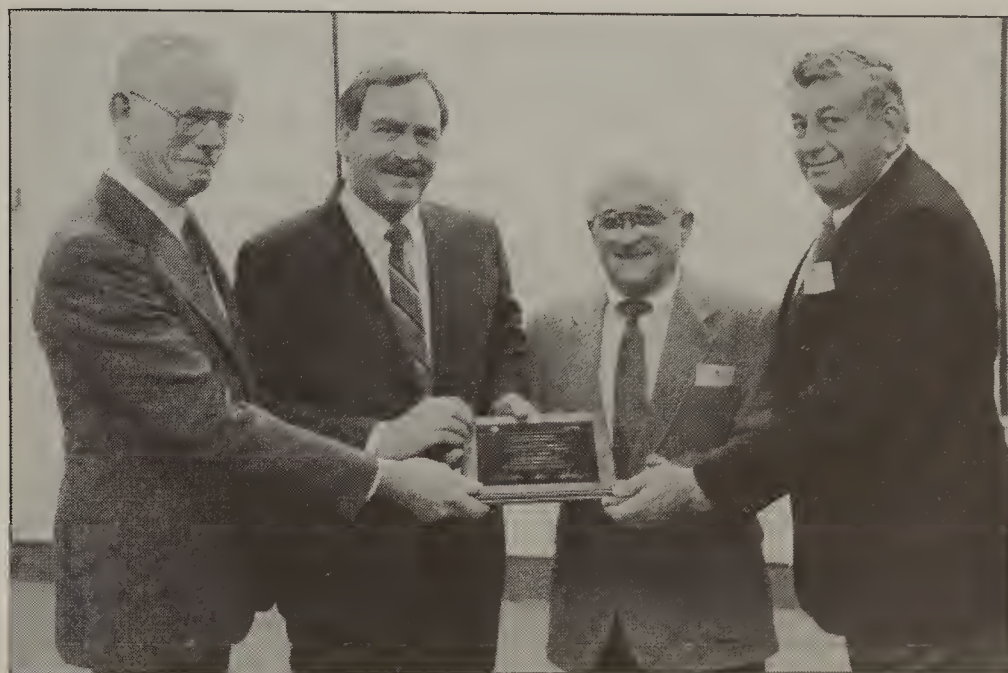
"Just as we consider ourselves partners with our customers, our suppliers must be partners with us. If they want our business, they've got to help us serve our customers. One way they can do that is by supplying us with top-quality materials and parts for our motors," Dawley said.

Fourth semester ETQ graduation

The Arkansas Aluminum presentation was made in conjunction with the graduation commencement for fourth semester participants of Excellence Through Quality Statistical Process Control training. Representatives from DeKalb, Scottsville and Linton presented their ETQ class application projects to the audience.

Speaking to the participants, Mike Jefferies, Motor Operations manager, said the business is beginning to see payoffs from the Excellence Through Quality thrust. Failure rates and total quality cost as a percent to sales have dropped significantly.

Jefferies said quality, a big issue



Standing (from left) are Ross Sondag, Motors manager of direct material contracting, Paul Dawley, manager of advanced quality, and Tony Pultz and Howard Schlesinger of Arkansas Aluminum.

with customers today, will be an even bigger issue with customers in the 1990s.

"Having seen the presentations you've made here today, I'm confident that we have the skills and motiva-

tion to meet the quality challenges we face in the future," he said.

Nearly 1,130 employees from across the business have graduated from ETQ/SPC training over the past 24 months.

Motors inventory improvements to continue in 1988

In this interview, Tom DeLong, GE Motors representative on the Corporate Inventory Council, shares the direction of the inventory improvement effort planned for 1988.

GE NEWS: Tom, what will be the major thrusts in inventory improvement in 1988?

DeLONG: "We'll continue the basic thrusts we worked on last year: eliminating obsolete inventory, using just-in-time practices, implementing cycle-reduction measures and seeking a permanent change in the way we think about and manage our inventories."

GE NEWS: Did the Company accomplish its inventory objectives in 1987?

DeLONG: "Yes. In fact, the Company set an all-time low for inventory days. The Component Motor Operation reduced inventory days by 21 percent, showing improvements in three of the four quarters."

"It's important to understand, however, that we don't have our inventory

problems whipped. As I said before, we've got to have a permanent change in the way we manage inventory. An overnight fix just won't cut it."

GE NEWS: Why has inventory become such a big issue all of a sudden?

DeLONG: "It didn't happen all of a sudden. Inventories in this country

'It's important to understand that we do not have our inventory problem whipped.'

Tom DeLong

have been building up for many years. But now there's an issue which is forcing us to do something about it. That issue is competitiveness.

"We've never seen competition like we're facing right now nor like we're going to face in the 1990s."

"Today's customers want our product manufactured, shipped and in their factories just in time to work it into their manufacturing schedule. It's the same as though our manufacturing operations were just down the assembly line from theirs."

GE NEWS: How are the inventory efforts structured in GE Motors?

DeLONG: "Most of the inventory improvement efforts in our business fall under the umbrella of Contemporary Management Concepts (CMC). There are three legs of CMC: cycle reduction, quality improvement and employee involvement."

"These three elements work together. We can shorten the cycle of a product by improving the quality of the product because mistakes and rework add time to the cycle. And we can improve the quality of a product and shorten its cycle by involving employees and implementing their ideas. By involving employees, improving quality and reducing cycles, we will be much better

positioned to serve our customers with less inventory."

GE NEWS: We're doing a much better job of involving plant employees through the Self Directed Workforce. But are they the only people who need to be concerned about inventory?

DeLONG: "Absolutely not! One thing the Company and our own business will be spending more time on this year is educating employees in all functions on their role in controlling inventories."

"Think of the impact Purchasing, for example, can have on inventory. From our suppliers' perspective, Purchasing is the customer. Therefore, Purchasing has the power to make sure our suppliers' cycles, quality and inventories meet our standards and our customers' standards. Marketing plays a big role too, by accurately articulating our customers' requirements to us. Engineering's inventory role includes designing motors for

Continued on back

GE fire fighters work late to prevent fire from spreading to East Broadway facilities

GE volunteer fire fighters and plant security personnel worked into the wee hours last Thursday morning to prevent a fire at Protective Coatings, Inc., from spreading to East Broadway motor facilities.

According to GE Plant Protection Manager Dan Moore, flames from the Fairfield Ave. Protective Coatings facility shot within a few feet of the Building 32 warehouse. Sparks showered the side of GE buildings, and smoke rolled through a few open windows. City fire fighters sprayed water on the east wall of the warehouse. Third-shift manufacturing employees were evacuated from the East Broadway plant, but returned to work after the fire had been brought under control.

Could have been disaster
"If it had been summer and more of

our windows had been open, we could have had a disaster on our hands. That's one of the reasons we stress to employees that they should not leave windows open when they leave the plant," Moore said.

Second and third shift volunteers from East and West Broadway and Guardsmark personnel responded immediately, even before the fire department arrived on the scene. They walked for hours through the plant and on top of the roof, closing windows and looking for sparks, smoke and other signs of danger.

"I'd like to thank our trained fire fighters for the effort they put forth in situations like this," Moore said. "They come running at the first notice of emergency. In every case, they demonstrate a genuine concern for company property and for the safety of employees."

Courtesy discounts extended thru '88 on purchases of TVs, VCRs, audio products

Although the sale of GE's Consumer Electronics Business to Thomson S.A. of France was completed Dec. 31, 1987, GE employees can receive courtesy discounts on purchases of GE and RCA brand consumer electronics products (TVs, VCRs, camcorders, and audio systems) until the end of 1988. The regular provisions of the GE Employee Product Purchase Plan will apply to discounts paid during this transition period.

Because GE no longer owns the Consumer Electronics Business, discounts paid on consumer electronics products purchased on or after Jan. 1, 1988, are viewed by the IRS as taxable income to the employee and will be subject to income-tax withholding.

Discounts paid on purchases of eligible GE major appliances such as refrigerators, ranges, washers, dryers, and room air conditioners continue to be nontaxable.

Procedure for receiving discounts
To get a courtesy discount under the Product Purchase Plan, you should follow these procedures:

- Make sure the model you have selected is an eligible model. The list of courtesy discounts for each eligible model is available in Personnel

Accounting, Bldg. 18-1, or with ACSD secretaries.

- Purchase an eligible model from a retail dealer.
- Complete the Employee Product Purchase Plan application. Application forms are available from Personnel Accounting, on the Motor plant benefits tables, or from ACSD secretaries.
- Attach the dealer invoice to the application, making sure the invoice includes your name, dealer's name and address, products purchased and specific model numbers, delivery address and date of delivery.
- Submit the completed application to Fort Wayne National Bank, Bldg. 21, within 45 days after delivery. ACSD employees should mail their form to the address listed on the mailing label they receive with the form. Pensioners send dealer invoice only with a letter giving name, address and Social Security number to: Pensioner Services, Bldg. 5, GE, 1 River Road, Schenectady, NY 12345.
- Wait for your check.

The cost of courtesy discounts paid under the Employee Product Purchase Plan is borne by the component where the employee works, not by the business that makes the product.

Monogram magazine features GE people and products

GE products and services—ranging from steam turbines to CT scanners—bring good things to the people of Montana's "Big Sky Country."

Learn how in the winter issue of "Monogram" magazine, being distributed this week to Fort Wayne employees.

Other stories include:

- A look at Aegis, RCA's high-tech defense system that is the linchpin of the modern Navy.
- A GE perspective on globalization and winning in today's highly

competitive marketplace.

- A feature on two GE scientists whose diagnostic imaging work earned an important patent.
- A look at how the self-directed GE workforce in Salisbury, N.C., turned their business around.
- A profile of Betty Thomas, the GE Answer Center representative who took a "Late Night" phone call from David Letterman in stride.
- A behind the scenes look at GE's new TV commercials that star GE people.

—Inventory—

Continued from page 1.

quality and producibility so that we can shorten our lead time.

"Of course the roles of the various functions are much more complex than I've described. But the basic point is, **inventory is everyone's job.**"

GE NEWS: When will we hear more about the inventory improvement efforts?

DeLONG: "As we did last year, we'll provide the **GE News** with periodic updates. The Corporate Inventory Council has challenged its members, including myself, to provide more communication about inventory to employees in 1988.

"We've already held workshops with many managers throughout the business, including the plants, to share ideas on how to incorporate

Contemporary Management Concepts in every function. I'm sure employees have heard or will be hearing from those people."

GE NEWS: Is there anything else you'd like to say regarding inventory?

DeLONG: "I'd like to thank employees in the business for their support and hard work in the inventory improvement area in 1987. Many people underwent changes on their jobs, such as learning new quality techniques, learning to use new computer systems and coping with major area rearrangements.

"Changing our way of thinking about inventory is not easy, but we're meeting the challenge and will continue to meet the challenge in 1988 and in the years ahead."

Adlets

FOR SALE

'85 CUTLASS SUPREME, ps, pb, ac, T-top, stereo, luggage rack, cruise, V-6, 747-5461.

WOOD BURNING STOVE, air-tight, double pipe, \$200, 482-9306.

30" RANGE HOOD, GE, 2 sp., light, excel. cond., 432-3127.

FLOWERED BEDSPREAD, queen sz., matching drapes, \$60, 749-8445.

'85 OODGE CARAVAN, ps, pb, ac, loaded, 419-749-2903.

'79 OODGE VAN, 318 V8 AT, ps, pb, capt. chairs, 356-3993.

GAS RANGE, 30", good cond., 749-5682.

ANTIQUE OAK KITCHEN CHAIRS, 5 at \$100 each, 432-7988.

CANE., 4 prong, adjust., metal, sturdy, like new, 447-4606.

WEDDING DRESS, sz. 13, good cond., reasonable, 447-9285.

'83 AMC EAGLE, ps, pb, ac, 4 whl. dr., C.B., 447-3660.

YOUTH BED, maple, \$25, 483-5223.

'78 DELTA 88 ROYALE, V8, 4 dr., at, ps, pb, ac, cruise, 483-3373.

SERVICE

STRESS REDUCTION, body massage, ft. bath specialist, appt. only, 747-4259.

TAXES PREPARED, 11 yrs. exp., reasonable, 486-7441.

CONCRETE CONST., repair, replace, new work, 456-1187.

***ADLETS**
GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

FEBRUARY 18, 1988

FORT WAYNE, INDIANA

VOLUME 70, NO. 6

GENERAL PERIODICALS
NON-CIRCULATING

S&SP statements show investment values, provide important information for taxes

GE people who were participants in the Savings & Security Program on Dec. 31, 1987, recently received their S&SP Annual and Tax Information Statement.

"Those receiving a statement will want to examine it closely and make sure they file their statement with other important papers," says Doyt Schaadt, Personnel Accounting manager. "The statement shows the investments now in holding periods for the years 1985, 1986, and 1987, including amounts in the Deferred Pay Account and the Retirement Option Account. It reports the value of those investments resulting from employee contributions, company matching payments, and income from investments."

Lists taxes on recent payout

The statement also lists the value of

1984 holding-period investments recently paid out in January or put into the Retirement Option Account (ROA), along with important information regarding taxable income and tax withholding. This is shown in the tax information portion of the statement.

"Many employees who received a payout will have 1988 taxable income resulting from the distribution," Schaadt said. "That's because the Tax Reform Act of 1986 has established new rules for calculating taxable income when active employees receive distributions and make withdrawals from 'qualified retirement plans.' As defined under the law, S&SP is considered to be a retirement plan.

S&SP participants who are under age 59-1/2 will pay a 10% additional income tax on the taxable portion of

most pre-retirement distributions and withdrawals. This 10% is above any regular income taxes owed on these program payouts. The extra tax does not apply in certain cases, such as distributions to participants over age 59-1/2 or those who retired under the GE Pension Plan.

GE tax experts point out that taxable income resulting from S&SP investments can be deferred by placing annual distributions in S&SP's Retirement Option Account and leaving the investments in ROA until retirement.

W-2P form provided for tax-filing

Separate tax statements -- W-2P forms -- were recently mailed to S&SP participants who had taxable income from an S&SP distribution or withdrawal in 1987. The form should

be included with the 1987 income tax return filed in 1988.

W-2P forms for reporting taxable income resulting from the S&SP payout in January 1988 will be provided early next year for filing with the 1988 tax return in 1989.

IRS rules require plan changes

For plans like S&SP and the GE Pension Plan to continue being treated as retirement plans under Internal Revenue Service (IRS) regulations, the company will have to make some design changes in the plans. It has until the end of 1988 to make the changes. This will be a subject for discussion when the company considers changes in the benefits package this summer and during the 1988 union contract negotiations.

Search on for community-service leaders; Phillippe Award nominations due March 31

Across the company, thousands of GE employees use their talents in hundreds of different ways, donating their time to people and programs that depend on the services of volunteers. Through the 1988 Gerald L. Phillippe Awards for Leadership in Community Service, all employees have a chance to see that their co-workers get the recognition they deserve for leadership in community service.



For distinguished volunteer service

The Phillippe Awards are given every year to employees setting the highest standards in community volunteer service through personal leadership, innovation, and accomp-

lishment. The awards are named for Gerald L. Phillippe, a former GE Chairman of the Board, who further distinguished himself as a leader in public service.

This year, up to 30 awards can be presented company-wide -- one of which has been allocated to GE Motors. Recipients will receive a Gerald L. Phillippe medallion and will be able to select a non-profit organization to receive a \$1,000 grant.

Three Phillippe Award recipients who demonstrate extraordinary leadership in service will be selected for the Corporate Awards. They will be invited to corporate headquarters for special ceremonies and gifts, and each will receive an additional \$1,000 grant to be donated to an organization of his or her choice.

Nominations due March 31

There's no need to be shy about nominating someone for the Phillippe Award, including yourself. The names of nominators will not be published. Re-nominations are encouraged. Nominations are received by a business segment coordinator, and a selection committee names the winner(s) for the business or group.

GE Motors' employees in Fort Wayne should obtain application

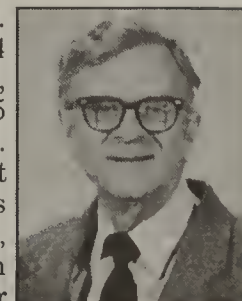
forms from and return them to Vance Meyer, Building 18-3. Transformer employees should see John Pcolinski, Building 26-2. ACSO employees will receive instructions in the next issue of **High Tech Talk**. All Motor and

Transformer nominations should be turned in by March 31. Winners representing major businesses will be announced in mid-April, and company-wide award recipients will be named in early May.

Employees choose February retirement

Employees who have chosen retirement in February are: Roger E. Moorehead, Building 31-2; Calvin E. Tonak, Building 4-6; and Hilda C. Doehrman, Taylor Street.

H u g h H . Richardson, 5934 Sawmill Woods, retires with 35 years of service. He began as a test engineer in GE's Jet Engine Dept., and retires as an engineer in Motor Technology, Building 19-5. "After a six week vacation in Florida, I plan to do a lot of fishing at Coldwater Lake."



M a r y L o u VanRy retires with 32 years of service. She began as a general clerk at Taylor Street and retires as a Tele-sales Specialist in Building 4-6. "I have enjoyed working at GE and made a lot of friends. Without the benefits GE provides, my husband and I would not be moving to Arizona."



Ruth A. Cleve-land retires with 17 years of service. She began as a switch assembler at Taylor Street and retires as an electrical tester in Building 4-4. "I feel fortunate to have worked at GE and receive the excellent benefits. A trip to Florida is number one on my list of things to do after I retire."



Increased dividend paid on stock in S&S Program, ESOP accounts

Employees who own GE stock held in company savings plans have received the increased quarterly dividend of 35 cents a share paid on Monday, January 25. In December, the company announced a dividend increase of 6% over the previous quarter's 33 cents a share. This means that GE's annual dividend rate is now \$1.40 a share.

The dividend has been reinvested to purchase additional shares for employees who own GE stock in the Savings & Security Program (S&S) and the Employee Stock Ownership Plan (ESOP). All shares, including those purchased with reinvested dividends, are held in employee accounts until they are paid out under the provisions of S&S and ESOP.

Many GE people received stock shares in early January when S&S's

annual holding period distribution was made. Dividends on shares that have been distributed from S&S are paid directly to shareowners.

The Tax Reform Act of 1986 repealed the payroll-based tax credits that were used to purchase an employer's stock under plans like GE's Employee Stock Ownership Plan. For this reason, the March 1987 crediting of free ESOP shares was the last under the program. However, ESOP shares accumulated since the program started in 1978 are still held in each participating employee's account. GE's quarterly stock dividends on these shares are reinvested to purchase additional stock. ESOP shares are paid out when an employee retires or leaves GE for another reason.

Elex Club announcements

For all questions regarding tickets or reservations, please see your Elex Club Contact Representative or call the Elex Club office, 428-3240. Checks should be made payable to the Elex Club and sent to the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801.

• **Elex Executive Board and Committee meetings combined** -- Elex will start having its Board and Committee Meetings combined beginning Tuesday, Feb. 23. Meetings will continue on the fourth fiscal Tuesday of every month and will start promptly at 5 p.m. in the Elex office.

• **Hillbilly Dance scheduled** -- Elex will host a Hillbilly Round & Square Dance on Saturday, March 5, at the New Haven Conservation Club from 8 p.m. to midnight.

Ham, beans and corn bread, potato chips, pretzels, beer and table settings will be provided. Cost is \$10 per person, and guests are welcome. A live band will play music.

• **Pre-St. Patrick's Day Bingo and Supper Program set** -- The supper will be held on Monday, March 14, from 5 p.m. to 5:45 p.m. at the GE Club Auditorium. Chicken breast over rice, perfection salad, peas with mushrooms, assorted fruit pies, rolls and butter, milk and coffee will be served.

Tickets for this event are \$5 each and must be purchased before Wednesday, March 3.

• **Elex Bosses Luncheon** -- The Annual "Bosses Luncheon" for second shift employees is set for Tuesday, March 17, at Ceruti's Reception Hall.

The buffet style menu consists of ham, chicken, beef, scalloped potatoes, green beans, rolls and butter, salad, assorted cobblers, coffee and tea. Cash bar opens at 11 a.m. with lunch at 11:30 a.m.

Tickets are \$9 per person. Reservation deadline is March 4. Bring your boss, husband or friend.

Volunteer Fire Dept. outing set

The next Volunteer Fire Department outing is set for March 19 at the Southwest Conservation Club. It will begin at 11 a.m. and continue through 6 p.m.

Correction on Shoemobile schedule

The GE Shoemobile schedule in the Jan. 28 GE News issue is incorrect. The shoemobile was at GE locations last week.

The Shoemobile schedule for the remainder of the year is as follows: April 26, 27, 28 and 29; June 21, 22, 23 and 24; and Oct. 25, 26, 27 and 28.

Feel good again

Ask for help from your Employee Assistance Program.

S&S prices listed for 'intangibles tax'

The year-end closing prices for S&S investments to be used in calculating Indiana "intangibles taxes" are as follows:

GE Stock -- \$44.25, LT Fund Units -- \$11.04, and S&S Mutual Fund Units -- \$27.21.

These prices apply to securities owned Dec. 31 as a result of distributions prior to January 1988.

In addition, the "tax cost" for securities distributed recently under the Savings and Security Program is listed on the Tax Information Statement, which has been mailed to

employees' homes.

Employees will need the "tax cost" for reporting gains and losses in the year they sell their securities. Tax Information Statements should be kept in a safe place for future use.

Employees should be aware that GE is required to report all securities payments and sales to the Internal Revenue Service. A cross-reference by the IRS would show that an employee had received taxable securities or made a sale of previously received securities.

Adlets

FOR SALE

TIRES, 2 Sears Supergard 3S-P155/80B12 on Honda rims, 500 mi., 485-8429.

ROWING MACHINE, \$50; stereo spkrs, \$25, GTE dial phone, \$15; picnic basket, \$10, 483-5789 eves.

FLORIDA MOBILE HOME, 3 br, 2 ba, ac, dble wide, screen rm & carport, 904-326-8491.

FORD TRUCK SHOP MANUALS, complete set, '85, 493-1431.

'85 HONDA MOTORCYCLE, Nighthawk-S, 700 cc, 5,000 mi., \$2,000, 447-5852.

STORM DOOR, aluminum, screen, 485-8295.

WEDDING DRESS, sz 13, good cond., 447-9285.

ANTIQUE SINGLE BED, chest of drawers, 657-5925, after 6 p.m.

CARPET, carpet, brown & rust, 20x16, good cond., 747-4817.

GAS DRYER, convert to LP, ideal for camping, \$25, 637-8615 after 6 p.m.

'85 DODGE CARAVAN, ps, pb, ac, loaded, 419-749-2903.

SOFA, olive green, crushed velvet, good cond., 484-4827.

STONEWARE, 40 pc, serv. for 8 w/completer set, no chips, great shape, best offer, 486-4006.

'80 CHEVETTE, auto., good cond., must sell, \$1,500 or offer, 456-4178.

DOUBLE DEPTH CEMETARY LOT, Cov. Memorial Gardens, 897-2322.

CHAIR BED, 3 yrs. old, good cond., \$75, 484-2147.

SNOWMOBILE, Arctic Cat, Panther 440, low mi., trailer, cover, 432-3305.

SELF CLEANING STOVE, Deluxe, \$90, 432-6236 after 6 p.m. 432-6236.

HOUSE, 6 rm, 1 owner, S. Anthony, crutches, like new; console TV, 21", 447-5438.

PROM DRESS, pink, floor length, worn once, sz. 3, 485-5214.

LABRADOR PUPS, AKC BLACK, 8 wks., \$125, 627-5972.

SOFA, 7 ft., custom, Sherrill, earth tones, like new, \$100, 637-6682.

FOR RENT

CONDO, Myrtle Beach, 2 br, 2 ba, furn., ocean, pools & golf, 216-235-2746.

SERVICE

TAXES PREPARED, reasonable, 11 yrs. experience, 486-7441.

REMODEL OR REPAIR, all around house, basements too, 20 yrs. experience, 426-0850.

ALTERATIONS, and light upholstery work, Nancy, 485-6383.

CONCRETE CONSTRUCTION, brick, block, 456-1187.

CHILD CARE, affordable in my home, experienced, 456-5790.

LIVE MUSIC, Country to 50s-60s Rock, all occasions, 489-3704.

CHILD CARE, experienced, reliable, n.w., fenced yard, 426-2946.

SWEETCAKES THE MAGIC CLOWN SHOW, also comedy gorilla, bear & more, gifts, 745-1545.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any cond., 1-724-8011.

In memory

Jack Wilson, 1513 Hugh St., died Jan. 14. He retired from GE in 1976.

Viola E. Castor, Auburn, died Feb. 7. She retired from GE in 1960.

Rosy B. Green, Convoy OH, died Feb. 6. She retired from GE in 1972.

David F. Mannix, 5618 Highview Dr., died Feb. 4. He retired from GE in 1976.

William W. Ort, Orlando, Fla., died Feb. 4. He retired from GE in 1978.

Dwight L. Jackson, 921 W. Wildwood Ave., died Jan. 28. He retired from GE in 1974.

Stanley J. Wisniewski, 11526 St. Francis Way, died Feb. 3. He retired from GE in 1982.

Morris A. Peters, 2114 Carterton Dr., died Feb. 9. He retired from GE in 1969.

William H. Cone, Huntington, died Feb. 9. He retired from GE in 1980.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(For quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
F D BOX 2270
FORT WAYNE IN 46801
MAR 10 1988
RECEIVED



PERIODICALS RECEIVED
MAR 15 1988

FEBRUARY 25, 1988

Allen County Public Library

FORT WAYNE, INDIANA

VOLUME 70. NO. 6

GENERAL PERIODICALS
NON-CIRCULATING

Decatur people get warm welcome in Fort Wayne

Fort Wayne Motor and Transformer operations managers and employees welcomed 13 transfer candidates from Decatur Tuesday.

"It felt great having the Decatur people here," said Employment Manager Lois Neloms. "To me, it marked the beginning of the good things to come in Fort Wayne."

Rusty Hapner, instructor in Building 4-4, had a similar reaction to the visit. "I thought it was very positive because the Decatur people had a bad situation there but were looking at something positive here," she said. "The guy I talked to (from Decatur) was worried about coming here and then getting laid off. I told him not to worry about it because things are looking good here."

Six of the 13 candidates looked at jobs in Specialty Transformer, four at East Broadway and three at Taylor Street. The openings resulted from normal attrition and are not included in the approximately 200 transfer

opportunities which will be made available to Decatur employees as their plant phases down. There were no Fort Wayne employees left on the recall list to fill the openings, with the exception of a few who couldn't take the jobs because of medical restrictions.

"We obviously didn't want to go to the street to find people to fill these positions when we have a pool of hard-working, skilled people in our own plant in Decatur," Neloms said. "We're pleased that these openings came when they did. It means even more Decatur people will be able to come to Fort Wayne than we had originally anticipated."

Decatur employees are selected for Fort Wayne jobs based on their years of service, skills and job record. John Peirce, Fort Wayne Motor plant relations manager, said he thinks most Decatur people will fit in the Fort Wayne Operations very well.



Bill Lamb, Building 6-4 explains his operation to Decatur employees (from left) Jon Foor, Kay Snyder, Steve Putman and Dave Murphy.

Impressed with experience, dedication

"We're impressed with the experience and dedication that the Decatur people bring to us," he said. "While they haven't gone through the formalities of Self Directed Workforce, they are accustomed to solving problems and making decisions with minimal supervision."

Peirce added that the success of the

transition will depend -- to a large extent -- upon the cooperation of existing Fort Wayne people.

"On Tuesday everyone did a super job of showing the Decatur people how much we need and want them here. The next step will be working with them and providing them with the help and support they need to make a successful transition."

Fort Wayne seen as opportunity by Decatur people

Jon Foor has made up his mind -- he's coming to Fort Wayne. Foor is one of 13 Decatur employees who looked at jobs here on Tuesday.

"I've decided to stay with GE as long as I can," he said. "When you look on the outside, you realize you can't find a better job -- not with the benefits like you get at GE."

Foor admits the transition will not be easy. For instance, he's going to have to get used to driving more than 20 miles to and from work each day after 30 years of driving only two miles or less.

"That's OK with me," he said firmly. "My main concern is job security. The people here in Fort Wayne seem to be positive and know where they're going. I get the impression that people here are concerned about keeping their jobs."

One indication of that concern, Foor said, is the noticeable cooperation between GE and the union. "As far as I'm concerned, the company and the union working together is the only way a business can be successful."

Dave Eady will be adapting to an entirely new product and environment when he starts his new job in Specialty Transformer.

"It's going to be a lot different," he said. "But it's like any new job -- it's a matter of being on it a little while. I'm sure I'll do alright."

Roxy Harmon, who was offered a job at Taylor Street, was not quite so self assured. "I'm scared to death," she said, "but I need a job."

Harmon, like many of the Decatur people who visited Tuesday, said she had heard previously that the people in Fort Wayne didn't need or want them here.

"I started calling some people I knew in Fort Wayne and found out that the feeling wasn't as cold as I had been told. They do need us here...I felt very welcome today," she said.

Foor said he too felt welcome on Tuesday. "When they (Fort Wayne employees) shook your hand, it felt warm. I think they really need the help," he said.

Dan Butcher said he definitely wants to come to work in Fort Wayne GE.

"I truly believe my future lies with GE. The company has been good to me for 22 years, and I believe it's going to be in Fort Wayne for a long time."

"Anyone with the time in at Decatur has nothing to lose and everything to gain by coming here,"

Butcher said. "You never know if sometimes you just have to step out on you're making the right decisions, but faith."



Lois Neloms explains employment procedures to prospective transfer employees from Decatur. Other Fort Wayne GE employees joined in the meeting to help answer questions.

What does your dad do as an engineer at GE?

For National Engineer's week, the GE News wanted to find out exactly what it is that engineers do. We went straight to the source: their children. Here's what we found:



Lucas McGregor, 12-year-old son of Bob McGregor, sound lab engineer:
He goes to GE and listens to motors so you have a quiet washer or dryer or whatever or so that it won't have friction. He makes sure the motors are quiet and efficient so they won't use up as much energy when they turn around. His job sounds interesting, but it sounds like a lot of math -- I could live without that. But engineers are great for homework -- I can tell you that. (Also pictured is Alison McGregor).



Lisa Killworth, 10-year-old daughter of Tim Killworth, STO product service engineer:
He answers the phone from all over the 50 states. He solves problems with transformers and things like that -- things GE makes. To do his job, he has to be good at English, reading and spelling. He'd have to be a good speller to spell the names of all the states.
Brian, age eight:
He answers the telephone and takes care of troubles.



Chad Manz, seven-year-old son of Les Manz, design engineer:
He designs motors (Kevin, cousin Shelly, and Kari agree.)



Stefan Blaettner, 11-year-old son of Harald Blaettner, manager of development engineering:
He (dad) has to be good at electronics. I've gone to GE and I think they have the best coffee.
Branden, age eight.
He fixes engines, and he's the boss. He has to work with electricity. He has to be one of the best at science. He's the best at teaching us things on the computer. He's also good at being a father.

Adlets

JUNK WHEEL CAMPER, free or reasonable, 426-2631.

FOR SALE

ANTIQUES: Oak desk; walnut gateleg table; oak repro. fern stand; quilt stand, 632-4733.
HOUSE, 3 br, basement, \$10,000 cash; gas stove, Tappan & Caloric; furniture, 744-5547.
WEDDING DRESS, sz 13, good cond., reasonable, 447-9285.
SOFA, green velour, good cond., 484-4827.
TIRES, 2 Sears Supergard 25 W.W., P155/80B12 on rims, 485-8429.
MOBILE HOME, 12'x54', appliances, extras, excellent cond., 486-4633.
2 TWIN BEDS, massage heat, linens, 489-9453.
SQUARE DANCE DRESS, sz 10, new, 456-1648.
COTTAGE, Crooked Lake, easement, gas heat, nice beach, \$24,900, 432-3305.
'85 DODGE CARAVAN, ps, pb, ac, loaded, 419-749-2903.
'70 CORRECT CRAFT BOAT, 318-V8, trailer, cover, \$2,975, 432-3305.
'85 CUTLASS SUPREME, pb, ps, ac, T-top, am/fm cassette, cruise, rack, v6, 747-5461.

WANTED

SCHWINN AIR-DYNE EXERCISE BIKE, 432-1460.
GAS STOVE, refig. under 18 cu ft, good cond., 749-2898.
LIONEL & AMERICAN FLYER TRAINS, any cond., 1-724-8011.

SERVICE

TAXES PREPARED, 11 years exp., reasonable, 486-7441.
CONCRETE CONSTRUCTION, repair, replace, new work, 456-1187.
SWEETCAKES THE MAGIC CLOWN SHOW, comedy gorilla, bear, more, gifts, 745-1545.
BABY SITTING, full time in my Parkview area home, non-smoker, 484-5129.
VIDEO & DJ, wedding, party, all occasions, Musicman, 447-4447.
TAX RETURNS CAREFULLY PREPARED, 485-1606 after 6 p.m.

In memory

Clara C. Gidley, 2720 Fox Ave., died Jan. 20. She retired from GE in 1958.
Paul McCreary, 2510 Charlotte, died Jan. 25. He retired from GE in 1965.
Edna M. Mock, Titusville, Fla., died Jan. 17. She retired from GE in 1961.
Charles H. Tuck, 2626 Farnsworth Dr., died Jan. 25. He retired from GE in 1957.
Ida H. Keitzer, 7314A Millrun Dr., died Feb. 13. She retired from GE in 1967.
Agnes T. Cordes, 2605 Dexter Dr., died Feb. 15. She retired from GE in 1976.
Robert D. Longley, 1726 Richardson, died Feb. 12. He retired from GE in 1987.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



RECEIVED
15 1988

County Public Library

MARCH 4, 1988

General Electric News

FORT WAYNE, INDIANA

VOLUME 70. NO. 7

Good news for entire Motor Business

GENERAL PERIODICALS
NON-CIRCULATING

Tell City to receive \$3 million in investment

GE is investing \$3 million to upgrade the 60-frame motor line at Tell City, according to Bob Etien, manager of appliance and air-moving motor manufacturing.

"This investment is good news for the entire Motor Business," Etien said. "It's one of many investments to be made in our domestic motor plants in the coming years."

GE announced earlier that it would invest \$200 million dollars in its U.S. motor plants as part of the recent wage agreement with hourly and nonexempt employees. The 60-frame line upgrade is part of that commitment.

Etien explained that much of the equipment used to manufacture 60-frame motors was transferred to Tell City from Jonesboro, Ark., in the early seventies and is nearly worn out.

The new equipment and processes will significantly improve the quality of the 60 frame-motor, enhance productivity, and reduce cycles in the manufacturing operation.

One new piece of equipment to be installed in Tell City will automatically blank rotor core laminations and, through the aid of a computer, stack and skew them into a finished rotor core ready for die casting. Currently there are separate processes for blanking, stacking and skewing.

"This is an example of a state-of-the-art process and a clear reflection of our commitment to be a world-class manufacturer through the 1990s," Etien said.

Made for dishwashers

60-frame motors go into GE dishwashers made in Louisville. Motor parts are sent to Louisville without a shell and are assembled into a housing located inside the dishwasher.

GE Appliances' newest dishwasher line — which uses GE Motors exclusively — has been very successful in the marketplace over the past

few years. Recently, however, competitors have copied the GE design and recovered some of the market share.

To strengthen its position, GE Appliances is taking steps to further reduce noise and improve the quality and performance of its dishwasher.

"GE Motors can help with the quality gain, and that's one of the reasons we are investing money to upgrade the 60-frame line at Tell City," said Jack Vickerman, Motors manager of appliance market sales. "Our new processes will improve our product, thus improving the dishwasher."

Growth potential

There is growth potential in the 60-frame line, Vickerman noted. For example, GE Appliances is looking to expand their distribution of dishwashers, and Motors would supply the 60-frame products needed to meet this need. In addition, Motors is

investigating the possibility of expanding its 60-frame applications into the commercial market.

Business team inputs

Motors' Appliance Business Team and the Manufacturing Engineering function developed plans for the 60-frame upgrade.

According to Butch Gould, the team's program general manager, those involved in the planning process "focused closely on the needs of our good customer, GE Appliances."

"We treated this project the same as we would for any customer," he said.

"We closely scrutinized every idea that was presented according to the value it would bring to the people in Louisville. We decided at the outset that we would not put our dollars on a project unless we were absolutely certain that it would directly improve our customer's quality and performance."

Vice President Awards for Excellence presented

Another round of Vice President Awards for Excellence were presented last week by GE Motors Vice President David Genever-Watling. Shown (bottom row from left) are Robert Scott, Marketing; Dorothy Hinton, Customer Service; Vern Vanderploeg, Customer Service; Kieth Lontz, Customer Service; (upper from left) Govind Vanjani, Marketing; Derek Dorey, Customer Service; and Genever-Watling. Not pictured are Jon Adams, Little Rock, Ark.; John Menzies, Marketing; Jim Dills, Springfield; Glen Cunningham, Springfield; Dewey Scott, Jonesboro; and Dan Gieber, Tulsa, Okla.



70% premium refund mailed on S&SP life insurance

Participants in the GE Savings & Security Program's life-insurance option in 1987 are getting back 70% of what they paid for their coverage. The checks are being mailed to employees' home addresses early this month.

This refund of premiums was made possible by the plan's favorable financial experience in 1987. This means the total premiums paid by S&SP participants were more than enough to cover the death-claim payments.

How to determine amount

"If you're eligible for a refund, you

can determine the amount by taking 70% of the 1987 insurance contribution figure shown on the S&SP Annual Statement you recently received," explained Homer Jennings, manager of benefits.

Under provisions of the Savings & Security Program, participants in the life-insurance option enroll for payroll deductions of either 1 1/2% or 1% of their earnings. The cost of this coverage is reduced by premium refunds based on plan experience.

Benefits payable

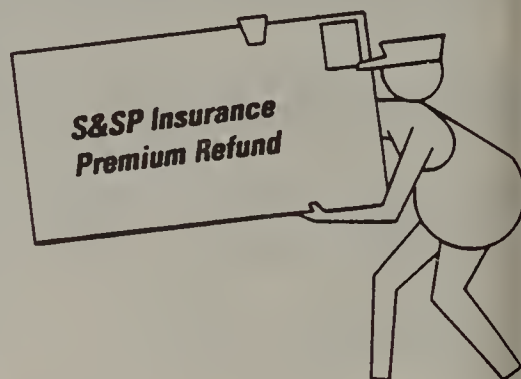
Insurance payments in event of

one's death vary according to the participant's age at death, annual earnings, and insurance contributions.

"For example," said Jennings, "the beneficiary of a 29-year-old person earning \$25,000 a year who selected the 1% contribution option and was paying a premium of about \$4.80 a week could receive \$1,250 a month for 40 years -- a total of \$600,000."

Beneficiaries can also elect to have this life insurance paid in a lump sum unless some other method of payment has been specified by the employee. Information about lump-sum payments and how Federal Income Tax provisions affect this life insurance are included in the mailing of the refund checks.

Additional information on the S&SP life-insurance option -- including how those not now participating may apply -- is in the GE Employee Benefits Summary Plan Description and GE Employee Benefits Plan Document books.



Chief Scientist Roland Schmitt Retires from GE, Becomes President Of Rensselaer Polytechnic Institute

SCHENECTADY, N.Y. — Roland Schmitt, a GE senior vice president and the company's chief scientist, retired from GE on Jan. 31 after 36 years with the company. On March 1 he becomes president of Rensselaer Polytechnic Institute in Troy, N.Y.

Schmitt is nationally prominent for his work in raising the standards of science education. He is currently chairman of the National Science Board, the policy-making body of the National Science Foundation. He also has been a member of RPI's board of trustees since 1981, and has taught a

class at RPI.

Ed Hood, a GE vice chairman, serves as chairman of RPI's board of trustees. In announcing the selection as RPI's 16th president, he said Schmitt "has demonstrated throughout this career the kind of intellectual leadership that will help this excellent university reach the high academic and research goals it has set for itself in the coming years."

RPI has about 6,300 students, with schools of architecture, engineering, humanities and social sciences, management, and science.

Adlets

RIDE WANTED

FROM AVILLA TO BROADWAY, first shift, 7 a.m. to 3:30 p.m., 219-897-3449 after 4:30 p.m.

FOR SALE

BUNK BED FRAMES, extra heavy, powder blue, \$40, 432-8300.

SLIDE PROJECTOR, Sawyer's 500, good cond., 432-2097.

'80 200 SX DATSUN, ps, pb, am/fm cassette, 5 sp., excellent cond., 486-2558.

RESORT LOT, Twin Lakes Rst., Wapak, Oh., 219-724-8147 before 2 p.m.

'73 STARCRAFT BOAT, Holiday Runabout, 50 hp motor, trailer, 1 7/8" ball, \$2,500, 447-1287 after 4:30 p.m.

CEMETARY LOTS, 3 lots, \$800, Green Lawn - Garden of the Cross, must sell, 419-263-2232.

'86 HONDA ACCORD LX, auto, ps, pw, cruise, stereo, 24,000 mi., 486-3900.

DROPLEAF PEDESTAL TABLE, 36" round, 2 chairs, \$100 745-9058.

ANTIQUES: student's desk, walnut pateleg table, swivel office chair, 632-4733.

ELECTRIC TYPEWRITER, Royal Academy, good cond., \$50, 485-7756.

GE POTSCRUBBER DISHWASHER, excellent cond., \$200, 485-3253.

PADDLE BOAT, '79 Sea Ryder, 8', fiberglss, \$450, 447-4259 after 4:30 p.m.

ARLINGTON PARK HOME, 4 br, 2 story, 2,250 sf, 486-3579.

VELOUR SOFA, olive green, good cond., 484-4827.

SQUARE DANCE SHOES, ladies, sz. 8, great shape, 484-5743.

INCOMING SERVICE WIRE, 2 conductor, with grd., 200 amp, 150 to 160 ft., \$30.

YAMAHA 200 ST. BIKE, \$100, '75 Monte Carlo, \$200, needs rear end, 592-7279.

WEDDING DRESS, sz. 13, good cond., reasonable, 447-9285.

PROM DRESS, pink, floor length, worn once, sz. 3, 485-5214.

'85 CUTLASS SUPREME, ps, pb, ac, T-top, am/fm cass. stereo, luggage rack, cruise, V6, 747-5461.

SOFA SLEEPER, queen, \$225; 2 oak end tables, \$35 each, excellent cond., 489-8100.

WANTED

GAS STOVE, refrigerator under 18 cu. ft., good cond., 749-2898.

FEB. '88 ISSUE OF NATIONAL GEOGRAPHIC, "Australia issue," 486-4529.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW, comedy gorilla, bear, more, gifts, 745-1545.

TAXES PREPARED, reasonable, 11 yrs. experience, 486-7441.

In memory

Judith K. Parker, Avilla, died Feb. 3. She retired from GE in January of this year.

Rudolph G. Claymiller, Hudson, died Jan. 20. He retired from GE in 1974.

Florence M. Converse, P.O. Box 10721, died Feb. 19. She retired from GE in 1965.

Walter G. Muehlenbruch, P.O. Box 10654, died Feb. 17. He retired from GE in 1968.

Helen M. Reinking, Markle, died Feb. 20. She retired from GE in 1965.

Exempt employees to participate in survey

All Motors' exempt employees will have the opportunity to complete the company's Employee Practices Survey in March. The survey measures attitudes about GE jobs and management practices.

The purpose of the survey is to

provide an accurate picture of both the strengths of the organization and areas for improvement. Managers will receive reports on the results for their organizations and will conduct meetings with employees to get a better understanding of the results.

Each exempt employee is encouraged to take the time to thoughtfully complete the survey, as full participation is key to the survey's success.

Elex Spring Luncheon, Mother/Daughter Banquet set

The Elex Spring Luncheon for second shift employees will be held at 11:30 a.m. on Thursday, April 21, at Ceruti's Reception Hall. Admission is \$5 per person. Call the Elex Office, Ext. 3240 for reservations.

The Elex Mother/Daughter Banquet is scheduled for 11:30 a.m. on Thursday, May 19, at Ceruti's Reception Hall. Admission is \$5 per person. Call the Elex Office for reservations.

Employees asked to make sure coffee pots are turned off

Employees who have electric coffee pots or automatic drip coffee makers are asked to make sure those appliances are turned off before they leave work each day.

Plant Protection officers frequently find coffee makers left on after hours. This is a fire hazard and has resulted in significant damage in many businesses and homes.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested
(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

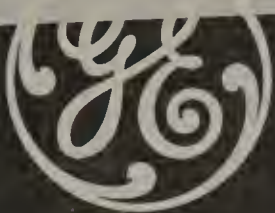
Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

MARCH 10, 1988

FORT WAYNE, INDIANA

VOLUME 70. NO. 8



Martha Smith said she hopes the new investment will help younger employees in the plant keep their jobs.



Sisters Mary Newton, Alma Ferguson and Dorothy Alvey belong to one of many Tell City families with two or more family members who work at GE.



The new equipment can't come a day too soon as far as Jerry Birchler is concerned.

Tell City employees ready for new equipment

Good news at last

The sun shone brightly over Tell City Monday as employees in the GE Motor plant received official word that \$3 million would be invested to upgrade the 60-frame line there.

Good news has been a long time coming for GE people in this small southern Indiana town. For years, they've heard rumors that the plant would close.

Most Tell City employees interviewed by the **GE News** on Monday perceived the announced investment as a sign of hope.

"I'm tickled to death about it," said Rose McBrayer, a gun reamer in the 60-frame line. "This is the first time I've seen a big investment made in Tell City in a long time."

Sixty frame motors go into GE dishwashers made in Louisville. Motor parts are sent from Tell City to Louisville, where they are



GE is the major economic force in Tell City, employing more than 600 people in a population of around 9,000.

assembled into a housing located inside the dishwasher. The new equipment and processes will improve the quality of the 60-frame motor, enhance productivity and reduce cycles in the manufacturing operation.

"I don't think GE would invest that much money in a plant if they didn't think the plant was going to be here for awhile," said Ada East, gun reamer.

Although Billy Lasher, a second shift employee, might retire before getting the chance to operate the new equipment, he says "it is what we need for the young people to keep jobs."

The announcement wasn't received without some skepticism however. Dan Henze, a pin press operator, said he thinks that within ten years, there won't be any jobs — that "they're going to

replace everything" with automated equipment.

Installations, start-ups scheduled

Installations and start-ups of equipment are expected to begin in the spring and continue through 1989. For Jerry Birchler, who sets up and maintains winding machines in the 60-frame line, the new equipment can't come a day too soon.

"This stuff is wearing out," he said. "We have to fix something all the time. I think if they (GE) invest this kind of money here, it looks good for us to stay."

The \$3 million dollar investment in Tell City is one of many investments to be made in GE's U.S. motor plants. As part of the wage agreement with hourly and nonexempt employees, GE has committed to spend a

total of \$200 million to make its domestic plants more competitive.

"We were kind of leery about taking a cut in our pay. But if we get better equipment, that's something we really need," said Nancy Aders, who is training to be a rotor core stacker.

"They promised they would give us this money; it looks like we're going to get it," said Alma Ferguson, an insulator/finisher. "I was afraid we would be one of the plants to close down. Now it looks like we're going to be here for a long time."

Ferguson has two sisters and a cousin who work in the plant. There are several families in Tell City with two or more GE employees.

GE is the major economic force in Tell City, employing more than 600 people in a population of around 9,000.

"We need GE in Tell City,"

Continued



"It (the investment) is what we need for the young people to keep jobs," said Billy Lasher.



"I don't think GE would invest that much money in a plant if they didn't think the plant was going to be here for awhile," said Ada East.

—Tell City—

Continued from page 1

said Jenny Nelson, a winder whose husband also works at the plant. "If it moved out, we would never have another company like GE in town. Because of GE, we're able to have nice homes and send our kids to college... GE has helped shape Tell City"

Because of production demands, GE has recently been able to provide additional jobs in the community. Martha Smith, who has worked at the Tell City plant for 36 years, said it is good to see young people with jobs at GE.

"Hopefully," she said, "this investment will mean that they'll be able to stay here for a long time."

Jenny Nelson said GE has helped shape Tell City.



Welcome Decatur transfers:

Fort Wayne GE welcomes the following transfers from Decatur: Jon Foor, Building 6-2; Robert Tricker, Building 27; Steve Putman, Building 4-2; Darlene Snyder, Building 4-3; Roxy Harmon, Taylor Street; David Murphy, Building 4-4; Irvin Mountz, Building 27; Linda Herrick, Building 26-5; David Eady, Building 27; and Gloria Foor, Building 26-1.

GE employees reminded of deadline for Phillippe Award nominations

Motor and Transformer employees are reminded of that the deadline for submitting Phillippe Award nominations is March 31.

Phillippe Awards are given to employees setting the highest standards in community volunteer service through personal leadership, innovation and accomplishment. The awards are named for Gerald L. Phillippe, a former GE Chairman of the Board, who further distinguished himself as a leader in public service.

The names of nominators will not be published. If you nominated someone last year who

did not receive award, you are encouraged to resubmit your nomination for that person. Nominations are received by a business segment coordinator, and a selection committee names the winner(s) for the business or group.

Motors' employees in Fort Wayne should obtain application forms from and return them to Vance Meyer, Building 18-3. Transformer employees should see John Pcolinski, Building 26-2.

Winners representing major businesses will be announced in mid-April, and company-wide award recipients will be named in early May.

Adlets

FOR SALE

'85 CUTLASS SUPREME, ps, pb, ac, T-top, am/fm cass. stereo, luggage rack, cruise, V6, 747-5461.

'85 DODGE CARAVAN, ps, pb, ac, loaded, 419-749-2903.

'87 TERRY TRAVEL TRAILER, 28', sleeps 6, sharp, 657-5681.

'80 CHEVETTE, 75,000 mi., no rust, runs great, \$675, 456-4178 after 5 p.m.

AVON BOTTLES, one of a kind, reasonable, 447-4066.

'83 LYNX L, 4 sp., cruise, cloth int., blue, very good shape, 447-9285.

'73 STARCRAFT BOAT, Holiday Runabout, 50 hp, trailer, \$2,500, 447-4259 after 4:30 p.m.

GARAGE DOOR, overhead, wood; 16' x 17' hardware, good cond., \$150, 456-4079.

'83 CHEVY CELEBRITY, 4 dr, auto, loaded, 486-3900, 486-3900.

'77 PONTIAC LEMANS, ac, ps, pb, elec. locks, no rust, 219-691-3626.

'73 FORD PICK-UP, \$950, 485-7848.

METAL CANE, 4 prong, adjust, like new, 447-4606.

WEDDING DRESS, sz. 13, good cond., reasonable, 447-9285.

JAMINSON SLEEPER SOFA, queen, brown, plaid; 16 cu. ft. upright GE freezer, 432-8780.

PROM DRESS, floor length, sz. 3, worn once, \$80, 485-5214.

PADDLE BOAT, '79 Sea Ryder, 8 ft., fiberglass, seats 4, \$450, 447-4259 after 4:30 p.m.

'84 HONDA INTERSTATE, perfect cond., \$2,400, 456-8754.

WANTED

OLD POP-UP CAMPER, free or reasonable, 426-2631.

REFRIGERATOR, under 18 cu. ft.; gas stove, good cond., 749-2898.

BONNET HAIR DRYER, need not heat up, cheap, 747-7007.

RENT OR BUY HOUSE OR MOBILE HOME IN FLA., P.O. BOX 6094, Fort Wayne, 46896.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW, comedy gorilla, bear, more, gifts, 745-1545.

VIDEO & DJ WEDDING PARTY, all occasion, musician, 447-4447.

TAXES PREPARED, reasonable, 11 yrs. exp., 486-7441.

SCOTTISH MUSIC, Fort Wayne Scottish Pipes and Drums, all occasions, 627-3106.

General Electric News

Published every week by the General Electric Company, an equal opportunity employer, in the interest of all GE employees and their families here. May not be reproduced in whole or part without express permission of the General Electric Company.

1635 BROADWAY
PO BOX 2204
FORT WAYNE, IN 46801

Manager
Jim Martin

Editor
Vance Meyer

Elex Calendar

MARCH

12 Star Sampler quilt class (4 of 5), 10 a.m. to 11:30 a.m., GE Club.

14 Bingo Supper Program, GE Club, 4:45.

16 Springtime Sampler quilt class (5 of 5), 7 to 8:30 p.m., GE Club.

17 Elex 2nd Shift Bosses Luncheon, 11 a.m., Ceruti's Reception Hall.

8 Quintus Chapter meeting, 1 p.m., Georgetown Library.

19 Star Sampler quilt class (5 of 5), 10 to 11:30 a.m., GE Club.

22 Elex Joint Board & Committee Meeting, 5 p.m., Elex office.

APRIL

13 Pen El regular meeting, 11:30 a.m., Bethany Presbyterian.

3 Paint Class, Waterfall, 6 to 9 p.m., 18-1 Conf. Rm.

18 Convention Planning Meeting, 5 p.m., Elex Office.

21 Bosses night, Goeglein's Barn.

26 Elex Joint Board & Committee Meeting, 5 p.m., Elex Office.

27 El Par Board Meeting, 9:30 a.m., Atz., Tillman Rd.

AML takes season championship in volleyball

Motor and Transformer employees are reminded that the deadline for submitting Phillippe Award nominations is March 31.

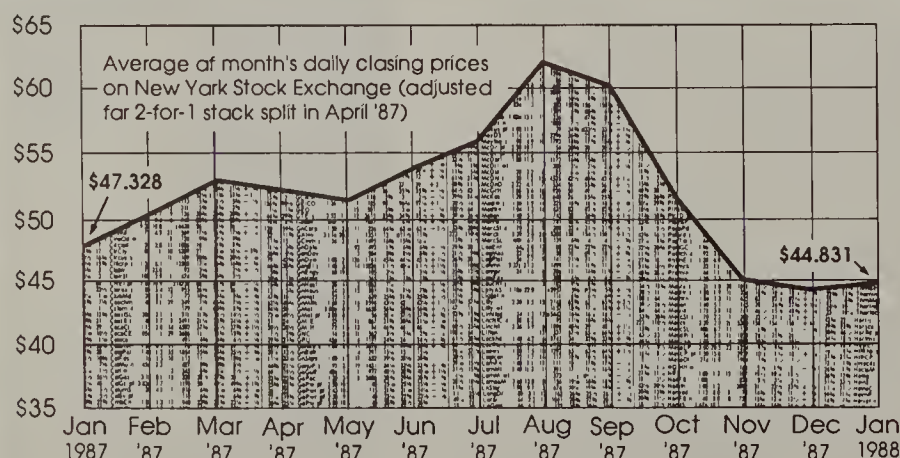
"AML" finished first in the regular season of the GE Men's Power Volleyball League with a record of 11 wins and one loss.

Second was the Better Netters, 10-2; third was Aircraft #2, 9-3; fourth was Aircraft #1; fifth was the Slammers; sixth was Marketing; and Aircraft #3 was seventh.

STOCK WATCH

GE Stock Prices

January '87 — January '88



Market Comparison: During this one-year period, which included several large drops in the stock market, the GE stock price decreased 5%. The Standard & Poor's index of 400 industrial stocks dropped 3%.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



General Electric News

MARCH 17, 1988

FORT WAYNE, INDIANA

VOLUME 70. NO. 9

Workshop participants learn value of CMC

Over the past two years, GE Motor plants have placed a great deal of emphasis on quality improvements, cycle reduction and employee involvement (self-direction).

At a three day workshop held last week, a group of hourly and salaried employees from the Fort Wayne Manufacturing Opera-

quality (The majority of delivery misses are attributed to quality problems.). And quality can't be improved without a high degree of employee involvement. That's why cycle-time reduction, product quality and Self-Directed Workforce are included under the CMC umbrella.

Participants of the three day workshops are in the process of selecting application projects and other educational materials to help give their co-workers in the small AC, DC and 30/40-frame areas a better understanding of CMC.

The GE News interviewed participants

better service for our customers.

As an engineer, a key for me will be to design a producible product to help reduce set-up times and improve flow in the manufacturing process.

The only way that can happen is through improved communication between the functions, including communication between myself and the people on the floor who actually build the product.

Fred Alvarez, spline mill operator, Taylor Street — I'm glad to hear that coming from Tim. There are a lot of people in the plant

an order that doesn't have to be filled until weeks down the road.

This will help us get a better handle on quality because we will be able to detect problems easier and faster. If there's a problem with a stator, we'll get immediate feedback from the next operation down the line. We'll



Panico

tions learned how these three major thrusts work together under the umbrella of Contemporary Management Concepts (CMC).

The workshop was led by Charlene Adair, a consultant with Rath & Strong management consultants in Lexington, Mass. She led participants, including product engineers for Broadway and Taylor Street, in discussions related to a variety of CMC topics, including: education and training; scheduling; quality control; process flow; setups and maintenance; "pull" production; inventory reduction; benefits for suppliers/customers; computer systems; and product design.

CMC addresses the competitive need to eliminate waste — anything that does not add value to the product — from the business. Of particular importance is the need to eliminate wasted time, beginning with the customer's order until the time the motor is delivered. Therefore, cycle-time reduction is a critical element of CMC.

It's a proven fact, however, that cycles can't be improved without first improving



Carey

about CMC and its potential for the business. Here's is a summary of their comments:

Tim Carey, product engineer, Taylor Street — Under CMC, the real emphasis is on shortening cycles so that we can respond to customers as quickly as possible. That's going to require us to go into a joint effort with our suppliers, just as we are in a joint effort with our customers.

We're going to have to go from a "push" system to a "pull" system in our plants. Under the push system, where we "batch-build" motor components, we wind up with stock pile-ups when we have to make a process change. Under the pull system, we won't build the motor until the customer needs it. That will result in less inventory for us and



Alvarez

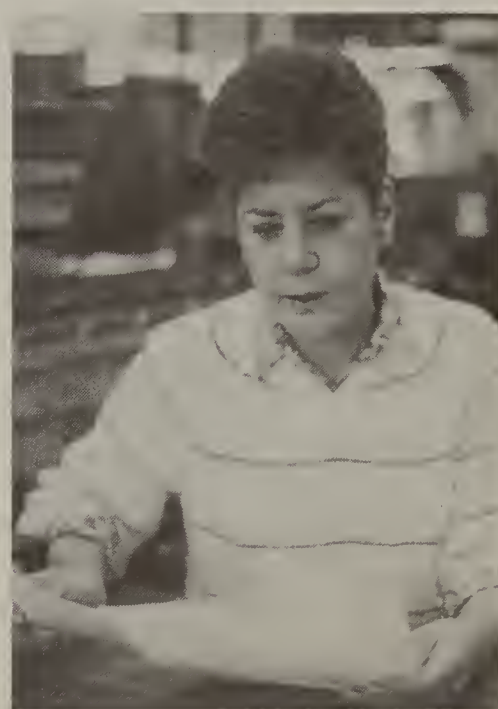
who would agree with him. This (CMC) is something that's going to take cooperation and teamwork from everyone.

The consultant at the seminar stressed people involvement more than anything. We're going to have to remove the barriers and mistrust between management and the production people.

Dianne Girardot, stator machine operator, Building 4-4 — I'm really enthused about it (CMC).

I really think that going to the pull system will help make our work more relaxing. The flow will go much smoother. We'll be running what the customer wants only, and that means we can meet deadlines easier.

For example, when we get an order on short notice from a customer, we won't have 800 stators to run ahead of his order from



Girardot

find out about a problem with a part before we've run 800 of them.

If work is flowing through, jobs will be closer together. That will create teamwork and communication between the work teams.

Andie Panico, production coordinator, Building 4-4 — I've been to a lot of seminars, but this one was the best I've ever attended. The consultant blended the concepts together very well — particularly how she blended self-direction into the picture.

Self-direction is such a critical element of the whole CMC effort. Workteams solve a lot of problems in the shop. The other tools they get through CMC will help them solve major problems. They will work directly with our engineers and planners to solve problems related to producibility and work flow processes.

There will be many changes taking place in our plant over the coming years, including major rearrangements and equipment changes. Using what they will learn from

Continued on back

GE health care costs increasing rapidly in spite of earlier efforts to control

Editor's note: General Electric's Comprehensive Medical Expense Insurance Plan is one of the Company's most valued benefits. While it covers thousands of day-to-day medical needs of GE people, its main purpose has always been to protect employees against catastrophic illnesses which could ruin a family financially.

The GE Plan, along with hundreds of

other similar plans in industry, faces a big problem. That problem is rapidly rising medical and surgical costs. To understand why these rising costs cause so much concern, we interviewed Charles R. Buck, who heads GE's Health Care Management Programs.

GE NEWS: Two years ago, the Hospital Review and Second Surgical Opinion programs were implemented to help

employees avoid the risks and costs of unnecessary hospitalization and surgery. What has happened since those programs were added?

BUCK: GE employees benefited substantially in that the number of hospital admissions was down approximately 11 percent and the number of surgeries subject to a second opinion dropped 14 percent. In

terms of expense, GE medical care costs went up about \$125 per employee in 1986, which wasn't too bad compared to the experience of other companies.

However, in spite of our employees' cooperation with these two programs, we are again experiencing large increases in health

Continued on back

Health care

Continued from page 1

care costs. In 1987 the cost of medical care under the GE Plan increased 17 percent to about \$2,476 per employee. For employees under the RCA Plan, the increase was even higher — up 19 percent to \$2,540 per employee. That means that our business paid \$71 million more in 1987 than in 1986 for our medical care. Those cost increases add directly to the cost of every product and service that we offer.

GE NEWS: If the company pays insurance premiums for health care coverage, why should we be so concerned about the increases?

BUCK: GE doesn't pay the insurance premiums as such. Each GE business pays for the health care expenses of its employees. The Company's cost is not limited to a fixed premium as in the case of car insurance. The insurance companies administer the plan and process claims for us. After the insurance company processes a claim, they bill the employee's business directly. Regardless of how large or small the bill, each GE business (not the insurance companies) pays for the health care of GE employees.

Last year, about 94 percent of the medical plan's cost was paid by GE businesses. Employees who have dependent coverage paid the other six percent through their weekly contribution of \$3.84. In addition, employees pay their own deductibles and co-payments. However, GE businesses pay 100 percent of all-covered expenses after a GE family's out-of-pocket expenses reach \$1,000 in a calendar year. Obviously, rising health care costs directly affect the competitiveness of each business. That's the reason for

everyone to be concerned.

GE NEWS: What is the relationship between the quality of health care and its cost?

BUCK: Fortunately, high quality care is often not the most expensive. Some experts estimate that up to 25 percent of certain major surgical procedures are unnecessary. Avoiding such unnecessary procedures both reduces the risks of surgery for the patient and eliminates unnecessary costs. That's the reason for the Second Surgical Opinion program. Also, we see wide variation in charges by hospitals for the same services. Because the U.S. has so many hospitals and doctors that provide excellent care, there are many opportunities to use health care providers that are both cost effective and high quality.

GE NEWS: Insurance is supposed to take part of the worry out of personal illness. Why, then, should employees be concerned about keeping these costs down?

BUCK: The GE Medical Plan coverage encourages employees to get timely, high quality medical care. We have very broad medical benefits to help GE people get the services they need. At the same time, we all have a personal stake in ensuring that quality health care is affordable.

Our primary responsibility is to fully protect those who have very large expenses due to catastrophic medical problems. In order to continue meeting that responsibility, we have to do a better job of controlling the large increases in total health care costs.

GE NEWS: Specifically, what can employees do to slow this cost growth?

- GE Medical Insurance
 - New Hospital Review Program
 - Improved Second Surgical Opinion Program
 - New vision care benefits
 - Deductibles waived for use of generic drugs
 - Provisions for using "preferred providers" and birth centers
 - Dependent coverage fee raised to \$200 per year
 - Annual deductible set at \$100 per person/\$250 per family
- Dental Assistance Plan
 - Improved benefit schedules
 - Orthodontic coverage for children
- Weekly Sickness & Accident Benefits
 - Maximum benefits increased to \$250 per week

1986 Improvements and Changes to Help Manage GE's Health Insurance Plans

CMC

Continued from page 1



Murua

CMC, the people in the plant will have the opportunity to help plan and design these changes.

Pat Murua, punch press operator, Building 4-2 — I learned that some of the just-in-time things we discussed in the workshop are things we had already started doing — I just didn't know it.

Last year we began a system where we would fill containers with wedges only on an "as-needed" basis. People bring their empty containers to me, and I fill them up, instead of just filling them up over and over again. That has helped us control our stock.

I think the engineers that were at the workshop learned that there are problems that we need help with sooner than they thought we did.

BUCK: There are two basic things each of us can do.

First, our hospital pre-certification and second surgical opinion programs are designed to ensure that hospitalization and surgery are the best required treatment. The active use of these programs can help eliminate unnecessary surgery or hospitalization and is a benefit to us as individuals and to each business.

Second, we all can be more active in decisions about our own medical care. We should talk openly to our physicians to understand treatment options and recommendations. Good doctors welcome patient discussions, including questions about the necessity of procedures and the level of costs. Active participation is a sound basis for making certain that we all receive truly high quality medical care.



Charles R. Buck, Sc.D., who heads GE's Health Care Programs, knows that field well. Prior to joining the Company in 1986, he was Chief Executive of the Hospital of the University of Pennsylvania. He earlier served as Secretary of the Department of Health and Mental Hygiene for the State of Maryland.

Adlets

FOR SALE

'77 FORD VAN, dual air & tanks, cruise, privacy glass, auto trans. 8 passenger, 432-6170.

ROYAL TYPEWRITER, extras, correct., \$400 or best offer; ping pong table, \$50, 485-5070. BARBIE DOLL HOUSE, 2 story, wood, \$10, 484-4938.

VIOLIN, extra nice, bow & case, german make, 637-5741.

FLORIDA VACATION CERTIFICATE, 4 nights, 5 days at a choice of resorts, expires 6/30/88, 485-8097.

ARLINGTON PARK HOME, 4 br, den, oversize garage, 486-3579.

GOOD WASHER & DRYER, 744-5819.

ELECTRIC HOT WATER HEATER, Rheem 52 gal., high efficiency, 3 yrs. old, 749-8445.

INCOMING SERVICE WIRE, 2 conductor, grd., 200 amp, 150 to 160 ft., \$30, 637-8615.

'83 HONDA V45 MAGNA, 750 cc, w/chrome, like new, 747-3653 or 745-3538.

PROM DRESS, white, floor length, sz. 3, worn once, \$95, 422-7605.

PORTABLE SEWING MACHINE, \$25; white coat, sz. 14, \$10, 485-0102.

CARPET, short nape, brwn/grn/gold, 12'6" x 14'2", good shape, \$50, 485-4987.

PONTIAC RECLINER CHAIR, like new, 484-4827.

'85 HONDA MOTORCYCLE, V30 Magna, 1,300 mi., \$1400 after 5 p.m.

'85 CUTLASS SUPREME, ps, pb, ac, T-top, am/fm cass. stereo, luggage rack, cruise, V6, 747-5461.

'86 CHEVETTE, auto, ac, ps, 14,000 mi., 632-4329.

'83 LYNX, 4 spd., cruise, cloth, blue, great shape, 447-9285.

HIDE-A-BED, blue pld.; Lazy Boy recliner, 485-8097.

WANTED

LIONEL & AMERICAN FLYER TRAINS, any condition, 1-724-8011.

RENT 1 CAR GARAGE, NE or NW Ft. Wayne, 484-2888.

GAS STOVE, REFRIGERATOR, under 18 cu. ft., good cond., 749-2898.

SMALL RIDING LAWN MOWER, reasonable, 693-3280.

MADAM ALEXANDER DOLLS, 456-3767.

FEB. '88 NATIONAL GEOGRAPHIC, Australia issue, 486-4529.

SERVICE

SWEETCAKES THE MAGIC CLOWN SHOW, gorilla, bunny, bear and more, 745-1545.

CONCRETE CONST., new work, replace, repair, 456-1187.

TAXES PREPARED, reasonable, 11 yrs. experience, 486-7441.

FOR RENT

APARTMENT, 1 br., near Broadway GE, adults, no pets, \$250 mo., 747-0381.

MYRTLE BEACH CONDO, 2 br., 2 bath, in/out pools, jacuzzi, near beach/golf, 216-526-1258.

Motor & Generator reunion scheduled

The annual Motor & Generator Reunion will be held April 30 at the Local 901 Union Hall on Broadway.

Doors open at 3 p.m. and lunch will be served at 5 p.m. A donation of \$4 per person is requested.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

Ads must be received on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

VOLUME 70, NO.12

FORT WAYNE, INDIANA

APRIL 7, 1988

Personal Share statements mailed this week

Mailing of Personal Share Statements to the homes of GE employees began this week. This document gives you an up-to-date picture of your current levels of protection and the financial values of your GE benefit plans.

When you receive your statement, you should review it with your family. Here is a checklist of things to look for under each section of the statement:

Investments for your future

- ✓ The value of your Savings & Security Program (S&SP) investments in holding periods.
- ✓ The value of the Proportionate Company Payment on your S&SP savings.
- ✓ The value of securities invested in the Retirement Option Account, including Deferred Pay.
- ✓ The total value of your S&SP portfolio as of Dec. 31, 1987.
- ✓ The value of the GE stock shares credited to you under the Employee Stock Ownership Plan (ESOP).

When you retire

- ✓ The date listed as your normal retirement date at age 65 based on your birthdate (make sure birthdate is correct).
- ✓ Your estimated monthly retirement income if you continue working until age 65, 62, or 60.
- ✓ The approximate lump-sum cost to purchase a

monthly retirement benefit equivalent to your projected GE pension at age 65.

- ✓ The approximate amount you will have contributed toward your pension at age 65.
- ✓ The amount of pension contributions you have accumulated.
- ✓ The number of years of Pension Qualification Service you had as of Dec. 31, 1987.

For your family protection

- ✓ Your life insurance coverage under the GE Insurance Plan.
- ✓ The approximate cost to purchase term life insurance comparable to your GE coverage.
- ✓ The amount of additional coverage provided under the GE Insurance Plan for accidental death.
- ✓ Your coverage under the Personal Accident Insurance Plan.
- ✓ The accidental death coverage for your spouse and dependent children.
- ✓ Your life insurance coverage under the optional insurance feature of S&SP.
- ✓ Life insurance coverage for your spouse and children under the optional Dependent Life Insurance Plan.

When there are medical expenses

- ✓ Check the boxes which show whether you have

dependents (an "X" indicates that you have coverage).

- ✓ The level of coverage for hospital room and board expenses and outpatient emergency care.
- ✓ Coverage for surgeon's fees, anesthesia, ambulance service, diagnostic x-rays, etc.
- ✓ Coverage for physician's fees, nurses, laboratory work, and prescribed medicines.
- ✓ Coverage for psychiatric care.
- ✓ The percent of covered medical expenses above the \$1,000 out-of-pocket, unreimbursed covered medical expenses of your family.
- ✓ The lifetime maximum benefits payable to you and each covered dependent.
- ✓ The estimated cost to you to buy comparable medical coverage outside the company.

When there are dental expenses

- ✓ Coverage for diagnostic, preventive, restorative, and prosthodontic procedures.
- ✓ Coverage for dental surgery, endodontic, and periodontic procedures.
- ✓ The lifetime maximum for orthodontic coverage of dependent children under age 19.

If you become disabled

- ✓ The number of weeks of income protection while

Continued

Fort Wayne trainees share experiences thru ACT

Corporate trainees from the three GE businesses in Fort Wayne have created a group for the purpose of sharing early career experiences and gaining insights to business functions outside of their own.

The Association for Corporate Trainees (ACT) consists of trainees from the Information Systems Management Program (ISMP), Financial Management Program (FMP), Manufacturing Management Program (MMP), Technical Sales Program (TSP) and recent college graduates in the Engineering function.

ACT members plan to meet monthly to exchange ideas with one another and to learn about a variety of topics related to GE Motors, Specialty Transformer and the Aircraft Controls Systems Department.

According to Carilyn Brown, who coordinates training programs in Fort Wayne, ACT offers a variety of benefits to trainees:

First, it allows them to establish invaluable friendships and associations with people they will encounter throughout their GE careers.

Secondly, it gives them exposure to the diversity of three GE businesses — an experience they couldn't get at most GE locations.

Thirdly, ACT offers trainees an opportunity to spend an hour or more each month with a top GE

manager and to enhance their understanding of how various functions of a GE business work together.

John Hofmeister, Motor Relations manager, was the guest business leader at ACT's first meeting last week. He spoke on the role of human resource leadership in a business and the significant role Relations professionals can serve in the career development of employees.

He also talked about the importance of skill development, networking and seeking career assessment outside of the normal performance appraisal. "Throughout your career, you should identify people who can give you meaningful feedback on your strengths and weaknesses. You need to know how you are perceived by your managers and associates," Hofmeister said. "Don't get in the habit of not knowing your required competencies. If you do, it will catch up with you in time."

Future leaders

"Through you, we are building a talent pool of future leaders for the Motor, Specialty Transformer, and Aircraft businesses. In addition, we are building leaders for other GE businesses to manage the issues they face," Hofmeister told the ACT members.

"Those of you in the Motor and Transformer businesses are learning



Members of the ACT Council plan the group's next meeting. Pictured (from left) are Karl Urvan, MMP, Aircraft, and Deb Schaefer and Doug Weating, ISMP's in Motors. Not pictured is Steve Hood, TSP in Motors.

how to fix a business. That experience will be invaluable to you no matter where you go after here. As the environment changes in Aerospace, Defense and other more prosperous GE businesses, the lessons you learn in a core business will be applicable to their requirements.

"Those of you in ACSD are affiliated with one of GE's most successful businesses. You are gaining exposure to the latest in

product technology in a manufacturing environment."

Hofmeister expressed his support for the ACT concept.

"To my knowledge, this is the first time in Fort Wayne that trainees have formed a group like this. It's exciting to see an assembly of future leaders just beginning their GE careers and wanting to share their early career experience with their associates."

Importance of being #1 or #2 cited in Annual Report

With a world economy characterized by stronger global competitors going after a smaller pie, GE set out early in the 1980's to be number one or two in market share in the large businesses that the company grouped into technology, services and core manufacturing.

The Annual Report for 1987 is now in the hands of GE employees who own stock. The report's section titled "To Our Share Owners" gives a broad view of GE's progress toward being number one or number two in key businesses. It

describes how that effort has helped GE's 14 key businesses perform well in 1987 and how the effort has helped GE businesses position themselves for strong earnings growth in any reasonably good economic scenario.

Here's how the Annual Report says GE businesses have been able to move toward their goals:

- Through globalization.
- By selling existing businesses and product lines not central to the GE strategy.

- By becoming more cost effective through consolidating facilities and investing \$16.7 billion in the 1980's to develop new products and improve productivity.

- By using GE financial strength to be fair to employees faced with change. For example, long notification periods, equitable severance packages, retraining and placement centers were possible because of GE's financial strength when business realities forced the closing of plants.

- By strategically shifting GE's earnings mix so that now GE obtains about 75 percent of key business earnings from faster growing technology and services businesses, compared to about 50 percent in 1980.

GE people who have not yet done so will want to read the special message "To Our Share Owners" in the 1987 Annual Report. It provides additional information on GE accomplishments in the 1980s.

Major competitor of GE to cut workforce by 20,000

N.V. Philips, Europe's biggest electrical-electronics company and a tough competitor of several GE businesses, announced recently that it plans to eliminate up to 20,000 jobs worldwide over the next two years and speed up restructuring to cut costs following a 19% profits drop in 1987.

Cornelius van der Klugt, Philips' president, blamed the fall in the value of the dollar as the main factor for the poor results.

"Hard, fast" actions

Van der Klugt reported that as many as 80 of the Dutch company's 200 European factories may be moved to low-cost dollar-based countries such as Mexico or shut down over the next five years. Philips earlier said it also planned to strengthen its activities in the United States.

"It is best to do these things hard and fast," van der Klugt said, stressing that Philips last year nearly doubled spending on restructuring to \$297 million.

Philips' global restructuring comes

after many of its Japanese competitors have begun rebuilding their profitability by cutting costs and transferring production overseas in a swift response to the decline of the dollar.

The company has also been faced by tougher competition in Europe, not only from Asian companies but also from other European groups which have consolidated their operations through mergers and alliances. Among these firms is Thomson S.A. of France which recently acquired GE's consumer electronics business in a transaction whereby GE acquired Thomson's medical equipment business.

More competition for GE

The Philips cost-cutting and restructuring actions could mean more intense competition for GE's lighting, medical equipment, and several other businesses. It is a good example of how even the strongest of companies have to continually look ahead and take difficult actions to stay competitive in today's unsettled economic environment.

Softball league forming

Representatives or managers of softball teams for the upcoming season should contact Larry Johnson, 434-5680 no later than April 19.

Last call for Vol. Fire jackets

Last call for Volunteer Fire Department members who would like to order a VFD jacket. Call Larry Johnson, 434-5680.

Golf leagues start

The men's Foster Park golf league will start on Wednesday, April 20 at 5 p.m. Call Gary Pickett on Ext. 2970 if you have questions.

The women's golf league will have an organizational meeting on April 12 in the 18-1 Conference Room at 5 p.m. This league plays on Tuesdays at 5 p.m. at McMillan Golf Course. If you cannot attend the meeting, please call Kathy on Ext. 5372, Jan on Ext. 4459 or Roxann on Ext. 4640.

— Share statement —

Continued

disabled under Weekly Sickness and Accident insurance.

- ✓ Check whether you're enrolled for income protection under the optional Long Term Disability Plan.
- ✓ Check whether you're enrolled for the optional Personal Accident Insurance Plan.

Important additional information

A note to remember as you review your Personal Share Statement: an "Additional Information" sheet that you'll receive with your statement provides a great deal of information that will be helpful to you in understanding the data.

If you have any questions after you've studied your statement, contact your Employee Relations manager.

Adlets

FOR SALE

FURNISHED CABIN, Pretty Lake, 160' x 70' lot, under \$16,000, 637-3940.
PROM DRESSES, pink, sz. 7 & 9; 1 blue formal, sz. 12, 486-3545 or 484-8891.
'87 FORD 150 XLT LARIAT, auto., ps, pb, ac, cruise, am/fm cass., \$10,000, 478-1843 after 5:30 p.m.
SOFA, Herculon; dining rm. tble., 4 chairs, antiqued green, 432-6303.
PEDESTAL TABLE, apt. sz., 2 chairs, 456-3265.
'77 FORD VAN, dual air, dual tanks, auto, cruise, privacy glass, am/fm stereo., 432-6170.
GIRL'S SCHWINN BIKE, 20", like new, 485-7665.
'85 MOBILE HOME, Schult, 14' x 80', 3 bdrm, 2 bath, utility room, 636-3108.
INTELEVISION GAME, 744-1449.
GARAGE FOR STORAGE OF OLD CAR, SW or GE area, Chet. 428-3632.
GE 19" COLOR TV, excellent cond., \$175 or best offer, 723-6465.
'87 TERRY TRAVEL TRAILER, 28', sleeps 6, like new, 657-5681.
PROM DRESS, sz. 5, black top, white bottom, \$40, 489-9408.

QUEEN SIZE WATER BED: heater, frame and new waveless mattress, 456-4677 after 6 p.m.

WANTED

HOSPITAL BED, push button, remote, 749-1369.

REFRIGERATOR, under 18 cu. ft.; gas stove, good cond., 749-2898.

BOAT LIFT FOR 17' BOAT; kgsz headboard, 489-3844.

TABLE & CHAIRS, indoor or patio; chest of drawers; post hole digger. 747-6788.

LIONEL & AMERICAN FLYER TRAINS, any condition. 1-724-8011.

SERVICES

CONCRETE CONSTRUCTION, new work, replacement, 456-1187.
CONTINUOUS GUTTER & SIDING, free est., 627-2429.

Elex notes:

The Elex Mother/Daughter luncheon will be held Thursday, May 19, at 11:30 a.m. at Ceruti's Reception Hall on Hatfield Road. Reservation deadline is May 6.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

MAIL, INC. Address correction requested

1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)



General Electric News

VOLUME 70, NO.13

FORT WAYNE, INDIANA

APRIL 14, 1988

Specialty Transformer investments provide added efficiency, flexibility, capacity

New anneal furnace arrives

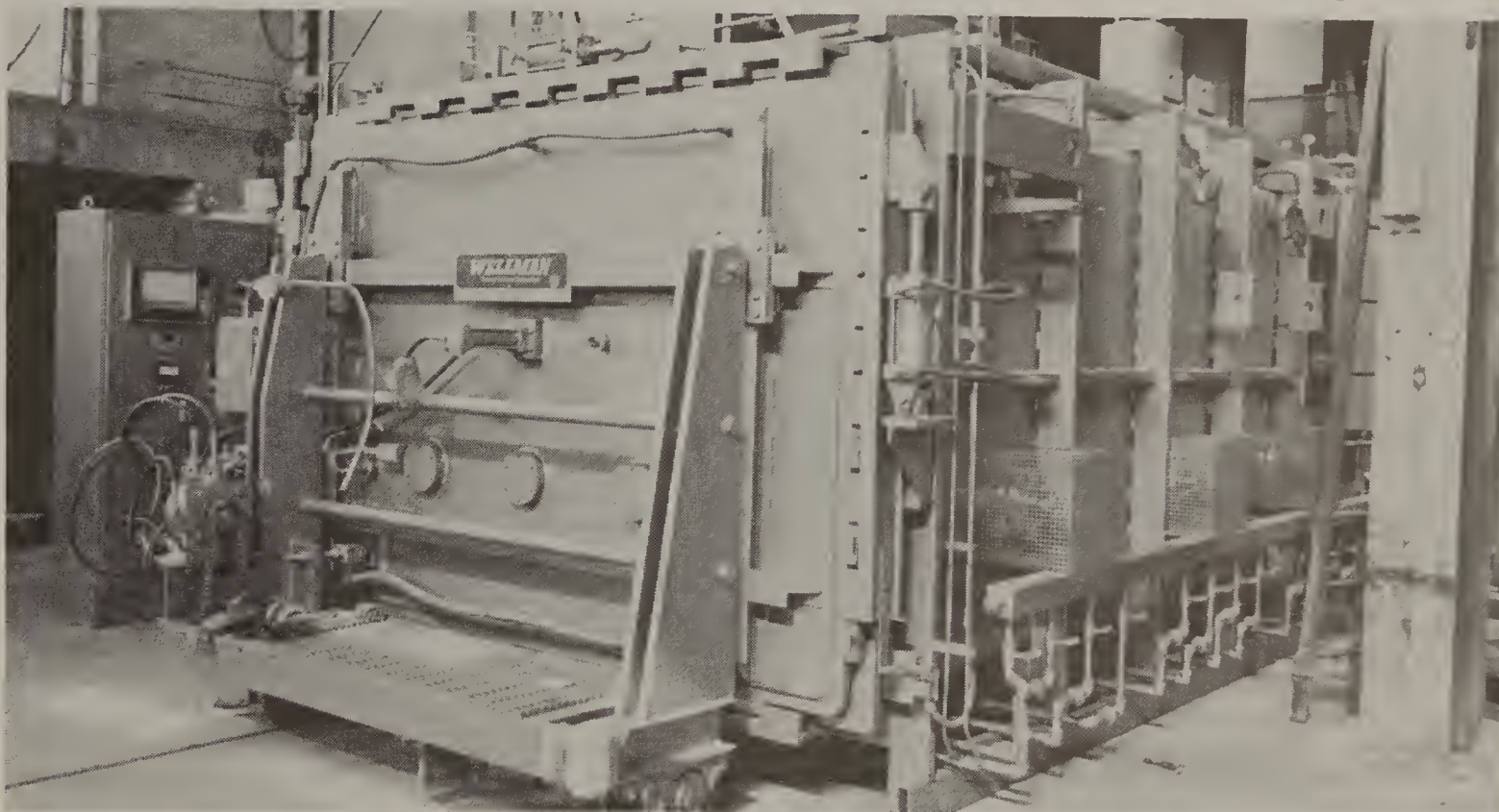
The first of two new vacuum anneal furnaces purchased by the Specialty Transformer Operation was placed in Building 22 last week.

The new furnaces will provide much greater efficiency and flexibility than the roller hearth furnace currently used to anneal transformer core lamination steels.

The primary advantage of the new furnaces is that they can be shut down to balance capacity. The roller hearth furnace runs continuously, incurring utility costs even when steel isn't being processed.

"As steel prices fluctuate, the new furnaces give us capability to balance our steel utilization between fully processed steel, which we don't anneal, or semi-processed steel, which we do anneal," said Glenn Krewson, manager of Transformer technologies.

The furnace systems investment will total more than \$1 million, which includes nearly \$200,000 for computer-controlled conveyor and overhead loading systems. When completed, Building 22 will become a centralized lamination processing area. The entire system is scheduled to be in place by July, although production will begin



before that time.

\$2½ million in investment slated

Approximately \$2½ million will be spent in total to upgrade and expand the Transformer Operation this year.

New tooling, machines and assembly layout changes will be put in place to build redesigned machine tool

transformers and redesigned core structures for control transformers.

A major rearrangement in the large power transformer area is also planned. It will include a rearrangement of the fabrication shop and all final assembly lines in Building 27. A press brake, valued at more than \$100,000, is included in the plans for the fabrication shop.

"Through investments like these, GE is casting its vote of confidence for our operation in the 1990s," Krewson said. "We've held a solid position in our industry for many years, and we must continue to improve production capability and product designs in order to maintain and improve our industry leadership."

Globalization: *In 1987, GE businesses seized initiative to survive in worldwide competition, says annual report*

The same advances that have brought nations closer through transportation and communication have also turned the globe into one highly competitive market. Today, companies that don't compete in the worldwide market may well fail — and that means jobs are lost.

The story of GE's "globalization" is one of the highlights of the "Message To Our Share Owners" in the 1987 Annual Report. Jack Welch, chairman and chief executive officer, Larry Bossidy and Ed Hood, vice chairman and executive officers, emphasize some of the company's globalization accomplishments in the first few pages of the report:

"In 1987 we continued to establish strong global partnerships for our businesses through acquisitions, cross-sourcing partnerships, asset exchanges and other arrangements with Asian and European companies whose strengths

and assets complement our own."

One example is the global business exchange in which GE acquired CGR, a European-based medical diagnostic imaging business, plus cash, from Thomson, SA of France. Thomson received GE's consumer electronics business. According to the Annual

Report, "This move greatly strengthened GE's global Medical Systems business." It allowed GE to divest a business not strategic to GE but which Thomson views as central to its strategy and ability to compete globally in consumer electronics.

Other examples of the strides made to meet intensified global competition include GE's transactional alliances where each partner's unique assets are shared in return for greater access to world markets:

- GE Aircraft Engines used its 16-year-

old partnership with SNECMA of France to win a leading share of the world's large commercial engine orders in 1987.

- GE Plastics, with nearly half of its sales outside the U.S., has grown 16 percent annually over the last five years by developing applications in one part of the world and then multiplying their value through global technology, manufacturing and marketing organizations.
- GE's Factory Automation Business, which struggled for years by itself to fulfill a dream of world leadership, now sees the dream becoming a reality through GE FANUC Automation Corporation, a 50-50 joint venture with FANUC Ltd. of Japan that includes subsidiaries in Europe, Japan and the U.S.

Another section of the Annual Report describes the GE international support

operation's work to strengthen GE's global competitiveness through a regional and country organization. This promotes business development in key markets and helps establish strong relationships with international customers and partners.

Actions like these are underway in nearly every GE business, says the Annual Report message. "Each business understands clearly that an important road to growth is through globalization and through sharing individual strengths such as market access, technology and capital availability. In this 'share to gain' approach, our businesses are expanding product lines, opening new markets, becoming more competitive in existing markets and reducing the investment and time it takes to bring products to customers and potential customers."

APR 29 1988

Over 38,000 cases reviewed

Hospital Review, Second Surgical Opinion Programs working for GE people

The GE Insurance Plan's Hospital Review and Second Surgical Opinion Programs are helping employees and their families avoid unnecessary hospitalization and surgery.

The programs, which were added to the Insurance Plan in January 1986, require precertification for non-emergency hospital admissions and second surgical opinions for 17 listed surgical procedures. Those who follow these procedures receive the full benefits of the Insurance Plan when they are hospitalized or undergo surgery.

Over 38,000 cases have been reviewed after calls were placed to the toll-free "800 number" which GE people use before being admitted to a hospital or having surgery.

Nurses provide health care information

"When we started these programs two years ago, our objective was to help GE employees and family members know more about their health care," says Linda Hall, R.N., a hospital review nurse. "Our Hospital and Surgical Review Nurses find they are able to give people important information on the care they need."

"Of course, nobody wants to be hospitalized or have unneeded surgery. In a number of cases, we have helped GE people avoid the risks of unnecessary surgery or hospitalization. These are positive programs that benefit employees and the company."

Since the programs started, there have been only a few cases in GE in which plan benefits have been reduced due to the failure to observe the Hospital Review or Second Surgical Opinion procedures. Benefits are reduced by 50% for those who do not obtain the necessary hospitalization precertification or a second surgical opinion when required.

According to Steve Tsorvas, GE's insurance benefits consultant, the Hospital Review and Second Surgical Opinion programs are important elements of GE's commitment to a medical insurance plan which provides high quality, cost-effective health care.

"The value of both programs is the greater assurance GE people have when hospital treatment or surgery is recommended," he said. "Since the costs for medical insurance coverage are paid directly by each GE business for its employees, these programs are also helping to reduce health-care expenditures by the company for unnecessary care."

Steps employees must follow when calling toll-free number

Here's a reminder of the important steps to follow when using the Hospital Review or Second Surgical Opinion Programs.

The toll-free number for the Hospital Review and Second Opinion Programs is 1-800-344-6872.

For Non-emergency Hospital Admissions

1. Notify the Hospital Review Office at least two weeks before the date of any non-emergency admission to a hospital. To notify the Hospital Review Office, your doctor should mail a Precertification Form. If time does not permit, your doctor may call the office's toll-free phone number with the necessary information.
2. In the case of an emergency admission, the Hospital Review Office should be notified no later than the day after the admission. That notice should be given by the patient, a member of the patient's family, the admitting doctor, or a

hospital representative.

3. Anyone calling the Hospital Review Office should have available the name and Social Security number of the GE employee under whose coverage the benefits are provided and the current home address and phone number of the employee. Also have available the name, address, and phone number of the admitting doctor and the hospital.

For Non-emergency Surgery

1. Certain surgical procedures require a Second Surgical Opinion from a board-certified internist or surgeon. Call the toll-free number to receive information on physicians from whom a second opinion can be obtained.

Reminders about both programs are included on your insurance card. Be sure to call the Review Nurse at the toll-free number if you have any questions regarding either program.

Welcome Decatur transfers

The latest list of former Decatur plant employees who have transferred to Fort Wayne includes Terry Adams, STO; Beth Anderson, Taylor Street; Pamela Birch, Building 4-4; Steve Braun, Building 6-4; Roger Brown, STO; Michael G. Busse, Taylor Street; Frances Bustos, Building 6-3; Isabel Costello, Building 4-4; Wanda L. Eichhorn, Taylor Street; Kent Frederick, Building 4-2; Marcia Funk,

Building 4-4; John Gebhard, Taylor Street; Edward W. Jackson, Taylor Street; Jerrel Jones, Taylor Street; Ernest T. May, Taylor Street; Jackie L. May, STO; Michael Miller, STO; Steven Miller, STO; James Post, Building 6-2; Stephen Ross, Building 6-2; Daniel Roth, Building 6-2; Daniel Schurger, Building 4-2; Gregory Sipe, STO; Linda Sommer, Building 4-2; Arlan Tonner, STO; and Thomas Johnson, STO.

Camp Club outings

GE Camp Club outings are scheduled for the following weekends:

- April 29-May 1, Quabache State Park, Bluffton.
- May 13-15, Chain O' Lakes State Park, Albion.
- June 10-12, Bixler Lake, Kendalville.
- July 8-10, Dew Drop Inn, Churubusco.
- Aug. 12-14, Sportsman Lake.
- Sept. 9-11, Salamonie Reservoir State Park.
- Oct. 7-9, Dew Drop Inn.

Winter St. reunion

This is an advanced notice of the Winter Street reunion to be held Saturday, Oct. 1, at Monty's FOP Hall. Cocktails begin at 6 p.m., with dinner at 7 p.m.

Taylor Street Bloodmobile set

A Taylor Street Bloodmobile is set for Tuesday, April 26, from 9 a.m. to 2 p.m. Donor registration forms will be included with paychecks.

Adlets

FOR SALE

ROUTER TABLE, 493-2241.

'85 PLYMOUTH RELIANT, well taken care of, \$3,900, 486-3901 between 7 & 9 p.m.

TYPEWRITER, Royal Correctable, excellent cond., \$300, 485-5070.

'87 TERRY TRAVEL TRAILER, 28', sleeps 6, like new, 657-5681.

COLONIAL SLEEPER; two matching chairs, 419-263-2665.

BROILMASTER OVEN, 485-6758.

WEST BEND HUMIDIFIER, \$45, 447-4259 after 4:30 p.m.

BOAT, '83 Rinker, 17', open bow, 115 hp

Merc. Outbrd., new trailer, 625-4119. STARCRAFT BOAT, 15', 100 hp Merc., trailer, 627-2999.

ASSOCIATION GARAGE SALES, Ludwig Park, May 20 & 21, 9 a.m. to 5 p.m., 489-3710.

'85 BIG RED 3 WHEELER, auto start, reverse, 543-2466.

SERVICES

SPANISH TUTORING, all levels, 484-4938.

SWEETCAKES THE MAGIC CLOWN SHOW, also gorilla, bear, duck, 745-1545.

VIDEO, all occasions, musician, 447-4447.

WANTED

WEEKEND RIDE, from Cincinatti to FW (Fri. eve.) to Cincinatti (Sun. eve), 456-1155.

*ADLETS

GE NEWS - BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Friday for publication Thursday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

Address correction requested

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801



General Electric News

VOLUME 70, NO.14

FORT WAYNE, INDIANA

APRIL 21, 1988

Genever-Watling: *Giving up would have been the easy thing to do*

GE Motors' Vice President David Genever-Watling held informational meetings with employees last month in the GE Club. Here is a summary of many points and questions that were raised in those meetings.

Where Motors has been:

"When I first came here nearly two years ago, we had a business that everyone categorized as being in trouble," Genever-Watling said.

"We knew we had a lot of problems, but we also knew that they were problems we could fix. We still had the number one market position in the world, the most advanced motor technology in the world, and a workforce that could build the best motors in the world, given the right tools.

"So we went to the corporation and said we'd like to invest money, take some risks and fix the Motor business. Our Chairman Jack Welch agreed that we should do just that. In fact, he was excited about it."

1986, '87 spent on fixes:

"In 1986, Motors had a fairly miserable yield, earning a fraction of the company's average return on sales. However, for the first time in five years, we at least met our commitment to the company, as meager as it was.

"In '87, we had a considerably higher plan for the business. Again, we improved our return on sales. It was still unacceptable by either company or motor industry standards, but improved.

"We had some other very challenging targets set in '87, not the least of which was securing a major order from the Carrier Corporation, which we accomplished.

"Also in '87, we made a significant change in the management process of the business. As we examined our functional organization, we saw that there was no mechanism in place to drive the needs of the five markets we serve across the functions. To solve that problem, we put program managers in charge of business teams. Their job is to focus our business on needs and issues of the customers we serve, help the business functions execute our strategy, and to allocate our resources toward only those things which add value to our product.

"The business teams are the primary reason for our improvements last year.



David Genever-Watling speaks to employees in the GE Club.

Obviously, we will continue with the business team approach."

Hourly, nonexempt people send message to competitors:

"In order to position Motors for success in the 1990s, we knew that there were some major strategic issues standing in our way. The big issue, of course, was our competitive labor cost disadvantage.

"The easy thing to do would have been to give up. Asking a workforce to understand and make a decision to solve a problem of that nature was unprecedented in our company, and considered by some to be undoable.

"My staff and I cannot physically do anything for the business. The best we can do is to define the issues, describe them to the organization and give employees a chance to deal with them. That's exactly what we did in the case of our labor cost problem.

"Our hourly and nonexempt salaried employees responded with a decision to solve the problem, keep our business alive and position it for long-term success in the 1990s. Through their decision, they sent a very strong signal to Emerson and motor makers around the world that we are ready and willing to take them on. I commend those of you involved in that decision on your judgment and commitment."

Improvements needed on management side:

"I must tell you that we have a lot of work left to do — especially on the

management side of the business.

"Despite a lot of work over the past few years, we find that our management process is still bureaucratic and cumbersome. There are too many managers managing too few people. And the number of layers in our management structure is slowing us down.

"To address these problems, we have put in place a process called Introspect. The objective of Introspect is to improve the efficiency of information flow in our organization. Introspect is a regimented format by which we can understand what happens after a customer places an order: who calls who, what steps the order goes through before it reaches the factory and what value those steps add to the product. Pursuing the Introspect process will improve the efficiency of our management process."

Cycle reductions, product structurings planned:

"Another aspect of our business we are looking to improve is cycle time. By reducing cycles, we can improve quality, reduce inventory and improve productivity. Cycle reduction efforts are being aimed at the entire business, not just the plants.

"Also part of our fix-it strategy for this business are plant and product restructurings. As you know, we made the painful decision to close the Holland and Decatur plants in order solve our overcapacity problem. Now we will focus on transitioning the product from those plants into our other plants. Our objective is to run all of our facilities at a more efficient capacity utilization.

"Also over the coming months, we

will structure our product lines to make some models more versatile. We will move toward making motors that can serve customers who have high-volume needs and those with low-volume needs. This is a 'win, win' in quality and productivity."

How the \$200 million will be spent:

"As you know, we now have \$200 million to spend on our domestic motor operations as part of the wage agreement. The key will be to spend this money wisely on programs and equipment that will make our business more competitive in the 1990s. Much of that responsibility has and will continue to lie with our business teams.

The investments will be broken into three categories:

- "One third of the money will go toward rationalizing the plant structure. We will spread our volume more evenly across the plants.
- "Another third will go for new machine tools and equipment for the existing plants.
- "The other third is earmarked for new product development.

"We've already released a \$2 million Wire Mill expansion and another \$3 million for the new 60-frame line at Tell City. We've also set up a fund to spruce up the plants a bit. In some cases funds are needed for major maintenance expenditures such as a new roof. In other cases, it is a matter of putting on a little paint. We want our people to feel good about where they work and for our customers to understand that we are in this business to stay."

'88: So far, so good

"There is a lot of uncertainty about what's going to happen in 1988. The first quarter was much stronger than anyone had predicted it would be. Orders are stronger than anticipated, and that should continue through the rest of the first half.

"But many economists are nervous about the second half. My personal view is that the current administration may do what's required to hold the economy together through the fall election and the end of the year.

"The danger of that, of course, is that the more they do to satisfy the country's short-term economic needs, the more likely it is that things could collapse in 1989. We will make contingency plans in case that happens.

Continued

Genever-Watling

Continued from page 1

Q & As

QUESTION: With the changing value of the dollar and currency relationships with other countries, has our view of joint ventures and sourcing relationships overseas changed?

GENEVER-WATLING: "No. Some currencies are linked to the dollar more than others. Some have changed dramatically, such as the Japanese Yen and currencies in some of the European countries. Others, such as the Korean Won, have changed very little.

"Therefore, our view of our Korean joint ventures with Kimco and Daewoo has not changed.

"Many people question why we 'run off' to Korea and 'take jobs away from the U.S.' Let me explain our position.

"Room air-conditioner production has moved offshore to Japan, Singapore and Korea. When that happened, the motor market for those air-conditioner products disappeared from the United States.

"One way to look at that would have been to say, 'Gee, that's terrible. We lost that market, and American jobs are lost.' Another way to look at it is to do what we did when Carrier — the largest air conditioner manufacturer in the world — moved its production to Korea.

"We decided to build a motor plant in Korea (with Daewoo) and serve Carrier from across the street. That way, when those room air units come back to the U.S., they will still have GE motors in them. More importantly, we can keep the margin dollars from the sale of those motors and bring them back to the U.S. to make our domestic operations stronger."

QUESTION: Does it really pay to build motors offshore?

GENEVER-WATLING: "Not always. There are a lot of variables.

"If the motor is a low-volume, specialty motor that requires a lot of engineering, you can typically build it in the U.S. better and more cost effectively.

"Motors that are good candidates for offshore production are those which require a high labor content, can be shipped in great volume, and which don't require a lot of automation.

"Where you go offshore depends to a great extent upon the exchange rate. If, for example, we would have made a decision three or four years ago to make motors in Japan, we would have a disaster on our hands today, because the currency has swung back in favor of the U.S.

"If you put a factory in Mexico, there are some risks. But because the Mexican currency is more closely tied to the U.S. dollar, it is very difficult for major fluctuations to occur. The same is true with Korea.

"We feel very confident that we have

the right blend of offshore and domestic production to keep the Motor business competitive going into the 1990s."

QUESTION: Are there any plans to increase volume in the Fort Wayne plants?

GENEVER-WATLING: "The plan is to fill all of our plants to a fully efficient capacity."

QUESTION: How are you going to get more product through the Fort Wayne facilities?

GENEVER-WATLING: "The transfer of Decatur products will account for a large part of the volume increase in Fort Wayne. New markets will also add to it. Yamaha, for example is building golf carts in the U.S. now, and they have selected us to supply their DC motors from Broadway.

QUESTION: Are we turning business away?

GENEVER-WATLING: "Unfortunately, we are turning away orders in some market segments because we don't have short-term capacity to build them.

"The strength of the industrial market right now is much better than we expected. Air-conditioning motor products are also in high demand because compressor customers are increasing their market share around the world and because everyone is sold out from the hot summer last year.

"There are customers who we have chosen, for strategic reasons, not to do business with anymore. I'll explain.

"One of our strengths over the years has been the value that GE has added on top of its high quality, reliable motors. We help our customers by providing them with engineering and other assistance to help them be more competitive.

"However, some customers are looking only for the cheapest motor. We spend our time and resources helping them add value to their product, only to have them leave us for a cheaper supplier. So now we are more selective about who we help."

QUESTION: Is any portion of the \$200 million that GE has committed to the Motor Business going to our offshore plants?

GENEVER-WATLING: "No."

QUESTION: Will there be other opportunities for people to meet with you?

GENEVER-WATLING: "Absolutely. We are going to have more of these kinds of meetings. Just as we need to make our management process more efficient, we must make the communication more efficient.

"We have put together a plan to ensure that managers throughout the business communicate openly and regularly with all employee populations."

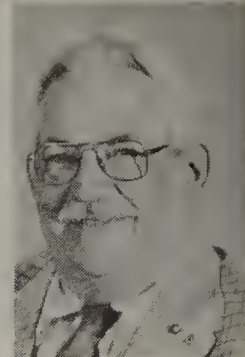
Employees choose retirement in April

James L. Waters retires with 33 years of service. He began as an engineering program assistant in Schenectady, N.Y., and retires as an engineer in Motor Technology. "It has been challenging and rewarding working with everyone in GE Motors for 34 years. GE benefits are the best. Thanks to all, and good luck for the future."



Also retiring are Mearvin E. Ruhl, STO; and Robert E. Doelling, Building 19-2.

Charles E. Best retires with 40 years of service. He began as a reel repair operator in Building 8-1 and retires as an inspector in the Wire Mill. "I intend to do some traveling, fishing in my own farm pond and do a little farming. I've enjoyed working at GE and will miss my co-workers most."



Earl J. DeGrandchamp retires with 36 years of service. He began as a finisher in Building 17-2 and retires as a renewal parts sales engineer in the Customer Service Operation.



Adlets

FOR SALE

SUZUKI DIRT BIKE, 100cc, good cond., \$225, 672-8219.

CANOE, 1/2" flatback, 447-2328.

'75 HONDA 750 MOTORCYCLE, excellent cond., best offer over \$575, 432-8501 after 5:30 p.m.

IOFA, gold velvet; green wing chair, 422-5671.

'86 LTD, 1,731 mi., like new, \$10,500, 744-2846 between 9 & 11 p.m.

LOG SPLITTER, for 3 pt. hitch.; Fisher air-tight stove, 672-2450.

EXERCISER, Octa-Gym, like new, \$150, 456-5051.

12' FIBERGLASS BOAT, mahogany seats, (swivel seats incl.), excellent cond., \$375, 493-1605.

COMPACT DISC PLAYER, JVC, new, 483-1597 after 3 p.m.

RAINBOW SWEEPER, excellent cond., \$200, 432-7020.

QT. CANNING JARS, \$2 per doz., 447-5207.

SWIMMING POOL LADDER, \$30, 627-3463 after 6 p.m.

GOLD SOFA: 2 rust occasional chairs; GE stereo; twin bed set, 447-5098.

'82 HONDA MOTORCYCLE, Nighthawk, 6,000 mi., Excellent cond., \$775, 432-6287.

COLD SPOT REFRIG., freezer, older model, 6', \$50, 447-4066.

MOBILE HOME, '70, 2 bed., ac, appliances, xtras, nice, \$5,000, 622-4777.

TRAVEL TRAILER '87 Sprinter, 18', used once, \$6,500, 636-7639.

'80 VW RABBIT, 95,000 mi., rebuilt engine, 8,000 on brakes, good body, \$1,600, 238-4645.

BOY'S 24" BIKE, 5 spd., \$40, 420-6903.

GARAGE SALE, April 15 & 16, 9-5 p.m., 509 Florence, Ft. Wayne.

SERVICE

DJ & VIDEO, all occasions, musician, 447-4447.

CONCRETE CONSTRUCTION, 456-1187.

SWEETCAKES THE MAGIC CLOWN, also bunny, bear, gorilla, gifts, 745-1545.

WANTED

BOAT TRAILER, for 16 1/2' fiberglass runabout, 423-1777 between 5:30 & 9 p.m. or weekends.

INTELEVISION GAME, 744-1449.

Share Statement mailing delayed

Mailing of the Personal Share Statement has been delayed until this week. Employees should receive their statement by next week at the latest.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> For Sale* | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent* | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Welcome Decatur transfers

Here is the latest list of Decatur people who have transferred to Fort Wayne:

John Burroughs, Specialty Transformer Operation; Roger Noll, Building 6-4; Daniel Pierce, Building 4-4; Robert White, Building 6-2; Paul

Wilder, STO; Ross Andrews, Building 4-4; Bonnie Cornett, Building 4-4; James Frey, Taylor Street; Deane Lehman, Taylor Street; Gary Marbach, STO; Linda Roehm, Taylor Street; Richard Teeple, Taylor Street; and Leonard Thieme, Taylor Street.



General Electric News

VOLUME 70, NO.15

FORT WAYNE, INDIANA

APRIL 28, 1988

Happy Secretaries

GENERAL PERIODICALS
NON-CIRCULATING

Interview with GE's top negotiator

Global competitiveness, future of businesses and jobs key subjects for '88 negotiations

EDITOR'S NOTE: Contracts with most unions representing GE employees will expire at midnight on June 26. Separate national bargaining with the IUE and UE will begin in New York on May 24. Discussions on over 100 contracts with unions certified to bargain at the local level will also start around this time.

Fort Wayne Motor and Transformer employees represented by the IUE will be covered by all terms of the 1988 national contract with the exception of the wage agreement. The full agreement will continue to apply to represented Aircraft employees.

Under the agreement for Motor and Transformer employees that was reached in February, wage adjustments and payments in the GE-IUE national agreement to be negotiated in 1988 will be omitted. However, any cost-of-living adjustment applicable to the last half of 1990 will be made. Similar agreements were reached with IAM and AIW locals representing Motor employees.

The Motor agreement provides a 39-month package of job security guarantees and pay changes for hourly and nonexempt employees. The gradual wage reductions of \$1.20 an hour over two years will be offset by four cash payments totaling about \$1,250. Special job security guarantees have been established, and employees have the promise of \$200 million in expenditures to improve the competitiveness of GE's domestic motor operations.

Benefit guarantees based on January 1, 1988 wage levels are now in place, and Motor employees will be eligible for a special 1991 profit sharing payment if the total business reaches a return on sales of 4.5 percent for 1990.

This interview with Bill Angell, GE's chief negotiator, provides the company's perspective on the range of issues which will be discussed in this year's national talks.

GE NEWS: Bill, what is your view of 1988 negotiations?

ANGELL: I think we face a challenging and complicated round of talks. I anticipate hard bargaining by both the company and union negotiating teams, but I believe both sides can reach an agreement by the time the contracts expire.

GE NEWS: What is different about this year's bargaining from 1985's talks?

ANGELL: The difference is that our businesses face a much more difficult and complicated competitive environment. Probably the biggest change is the globalization of our economy and markets.

GE's core manufacturing and



Bill Angell, GE's chief negotiator, discusses key subjects for 1988 contract negotiations.

technology businesses — which employ most of our union-represented employees — are in daily competition with worldwide producers. Every business is fighting to win and to survive.

The question we face is how to negotiate a contract that will assure the future competitiveness of our diverse businesses. To do that we'll have to balance the complexities of global competition with the legitimate concerns of the unions and employees. I think it all adds up to a challenging negotiations for the company and the unions.

GE NEWS: GE continues to report strong corporate results. What does the company's success mean for negotiations?

ANGELL: I think most employees understand that each GE business has to stand on its own results. Success or failure is measured business by business, not on the basis of overall corporate profits.

GE earned about 7-1/2 cents on each sales dollar in 1987, but the earnings of individual businesses varied. Many manufacturing businesses were below the company averages, though some were above. In negotiations we have to deal with the competitive realities all of our GE businesses will face.

The contract we are negotiating is for the future, and its provisions will affect each business and its employees. GE is a successful company whose businesses have provided good jobs with excellent pay and benefits.

Unfortunately, past success doesn't guarantee a similar future. To maintain those jobs, we have to look ahead and

bargain an agreement that will keep the businesses healthy during 1988, 1989, 1990, and the years beyond.

GE NEWS: What do you see as the main subjects in this year's talks?

ANGELL: Before I address that, I want to emphasize that I don't see our negotiations as a power struggle or a test of which party can outbluff the other. That's outmoded thinking and not the object of negotiations. We don't do it, and neither do the unions.

Our focus has to be on the impact of the contract on our businesses and our people. It is in the best interests of employees and GE to have a contract that protects the competitive position of the businesses. Of course, there will be important discussions on pay and benefits. The total job package we currently have is an excellent one that compares very favorably with the best in American industry. However, in some businesses it places us at a serious disadvantage with our competitors. So any improvements will have to be considered in view of the impact on the businesses and the effect on the long-term job security of employees.

GE NEWS: Job security is cited by the unions as a very important issue. How do you see it?

ANGELL: We expect to have serious discussions on job security, as we have had in recent negotiations.

In our 1982 bargaining, we recognized the impact of the changes occurring in many of our businesses when we negotiated a new, innovative Job & Income Security Plan. The

improvements bargained in the 1985 contract provided additional security protections and benefits for people affected by business changes. As a result, we already have in place one of the best programs available in our lines of business.

Realistically, GE can't bargain absolute job guarantees when the marketplace won't absorb the associated costs in the price of our products. Job security only comes from working for a business that is competitive in its market. Certainly, we are going to discuss this subject, but everyone must recognize that there are definite limits to what can or should be done.

GE NEWS: How have employees fared under the 1985 contract?

ANGELL: I think it was a fair contract that served employees well. Wage increases, structure modifications, and COL adjustments brought pay up by more than 10.5%. This has provided a substantial real wage gain when compared to the 7.0% increase in the Consumer Price Index from June 1985 through February 1988. The July 1985 special cash payment of 3% of annual earnings, which averaged about \$650 per person, provided additional money.

In the benefits area, there were valuable improvements which have worked for people. For example, the Pension Plan provided larger pensions and a special one-time early retirement opportunity for many employees between the ages of 60 and 62. This special program began in July 1985 and ends in June 1988. It applies to employees with 25 or more years of service. Over 6,000 people elected this special early retirement which also improved the job security of younger employees. Changes in the medical insurance plan helped to address the health-care cost issue and to restore the cost-sharing relationships that have always been an important part of this plan.

GE NEWS: Let's turn to the future. What will you look at as you consider changes in pay?

ANGELL: We start by looking at pay comparisons. Going into the 1985 contract, our average pay was about 15% above the U.S. average for manufacturing. The latest figures show we now exceed the U.S. manufacturing rate by more than 20% or over \$2 an hour. In addition, the wage settlements of most of our product competitors have been below ours for the last five years.

Continued

negotiations

Continued

On top of wages are benefits costs which are about 50% of hourly pay. I won't say specifically what we might propose because those discussions are reserved for the bargaining table. But we do have to look at all our compensation options, such as general wage increases, cash payments, and COLA, to see what makes sense.

We have to find the best way to reward and motivate people. But we can't sign a contract which mortgages the future of the businesses or jeopardizes employee jobs. Clearly, increases in base wage costs pose problems for GE in the global marketplace.

GE NEWS: What do you expect to discuss in the area of employee benefits?

ANGELL: Our businesses provide an outstanding benefits package for all of us. GE benefits continue to be among the best and are superior to most of our competitors.

GE Club golf scramble set

The GE Club Golf League Spring Scramble is set for May 21 at the Brookwood Golf Course at 8 a.m. Tee times will be determined on a first-come, first-serve basis and listed at a later date.

The scramble will consist of four member teams playing the best ball.

Elex membership drive set for May

Elex will hold its annual membership drive May 1 thru 31.

Membership is open to GE employees, retirees, vested persons, persons on sick leave, and prior 1970 special-eligibility women. Lack-of-work persons may join in May during the first year of their layoff, or in May of any year after their layoff if they are vested.

Dues are \$7 per year. This entitles you to attend luncheons, suppers, trips,

But benefits are also expensive. On average, they add more than \$11,000 per employee to annual hourly labor costs. So we are careful when considering various proposals for changes. This time around we must be particularly concerned about the impact of rapidly rising health-care costs on our comprehensive medical insurance plan.

GE NEWS: Specifically, what is the concern about health-care costs?

ANGELL: The problem is clear. GE's health-care costs are paid directly by our businesses, and they are still growing at double-digit rates. In 1987, medical costs per employee went up 17% to nearly \$2,500. GE's total costs for the medical insurance plan were \$569 million. If those costs continued to increase at 17% a year, the medical bill for GE businesses would top \$1 billion in 1991. With these costs going up at such an alarming rate, there is real reason to be concerned.

GE NEWS: Didn't the insurance plan changes negotiated in 1985 help?

ANGELL: We negotiated three types of changes in 1985. They included the

Rules are same as past years. Prizes for team play, longest drive and closest to the pin will be awarded.

Team captains should fill out the form and send it with entry fees to Marv LaRue, ACSD, Taylor Street (434-5463), by May 6.

special events, classes and more.

Any Elex Contact Representative will accept your dues and issue you a membership card. Or you may mail a check, payable to the Elex Club, to the Elex Office, P.O. Box 2204, Fort Wayne, IN 46801. Or visit the Elex Office, in the GE Club, to sign up. Office hours are Mondays and Wednesdays, 11 a.m. to 5 p.m., and Fridays, 10 a.m. to 1 p.m.

new Hospital Review and Second Surgical Opinion Programs designed to help contain costs by eliminating unnecessary surgery and hospital stays. We made selective benefit improvements such as the new vision care and orthodontia coverages. Finally, we began to restore the plan's historical cost-sharing objectives by increasing contributions for dependent coverage and by raising deductibles.

We remain committed to a plan that protects against the costs of catastrophic medical problems and that also provides excellent coverage for a wide variety of medical services. For 1988, our challenge is how to continue this excellent coverage while addressing the serious problems associated with rising health-care costs that were not contemplated when the plan was originally negotiated.

GE NEWS: What do you think the likelihood is that an agreement can be reached without a strike?

ANGELL: I've been in five national negotiations starting with the 1973 talks.

Each has involved hard bargaining and tough issues. In the give-and-take of negotiations, company and union bargainers have succeeded in reaching workable agreements. We have demonstrated that our bargaining process can work.

I'm also a realist and understand there's always risk of a failure. However, I think the company and union learned an important lesson in the 1969 strike. A strike hurts both parties — and there certainly could be a long-term negative impact for the businesses and employees if we had one this year.

So I think it's critical for both sides that we work to have a successful negotiations in 1988. At stake is the future of our businesses, the future of jobs, and the futures of our people. We are going to dedicate our efforts to reaching a sound, competitive, and fair agreement by the end of June. I believe the unions will come to the table with a similar objective. It will be tough, but I believe we'll be able to achieve our goal of a peaceful settlement.

Entry Form — May 21 Florida Scramble at Brookwood

Player's names	9 hole ave. score (not handicap)
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____

Team capt. phone # _____

	Per player	Team	Enclosed
Entry fee	\$3.00	\$12.00	\$ _____
Green fee	\$9.50	\$38.00	\$ _____
One cart/Team		\$14.70	\$ _____
		Total	\$ _____

Checks for team total amount payable to Marv LaRue.

CUBS TICKETS, May 6, 3:05 p.m., terrace seats, Sect. 218, \$3, 672-2352.

HOUSE TRAILER, on rented lot, excellent fishing, \$3,000 or best offer, 219-724-2922.

DESK, \$40, formals, (4), size 13/14, \$15 each, 456-6220.

36" SNOW BLOWER, attachment for Sears garden tractor, \$295, 484-1375.

GARAGE DOOR OPENER, 1/2 hp screw drive, new, \$150, 637-8615.

COMPLETE KITCHEN, dishwshr, stove, sink, bar, fan, cabnts., first \$1,500, 672-3954 after 6 p.m.

'82 HONDA NIGHTHAWK, shaft driven, 4,900 mi., \$1,500, 749-9793.

OCTA GYM EXERCISER, like new, \$150, 456-5051.

ASSOC. GARAGE SALE, April 29 & 30, Lake Forest extended., 749-8445.

'80 KAWASAKI LTD 500, very low mileage, excellent cond., \$675, 432-7135.

*ADLETS

GE NEWS - BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale*	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent*	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form **by noon Friday** for publication Thursday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Adlets

FOR SALE

MEN'S 3 SPEED BIKE, Bridgestone, excellent cond., \$50, 432-6632 after 6 p.m.

TIRES, 2 Firestone p 195/75 R14, used, make offer, 447-4862.

GOLF CLUBS, Lynx USA, left hand, 4 woods, 9 irons, excellent cond., 483-2952.

ROCKER/RECLINER, Pontiac, floral, excellent cond., \$75, 484-4827.

TRAVEL TRAILER, 18' Sprinter, '87, used once, \$6500, 636-7639. '81 ESCORT, auto, air, 2 dr., am/fm tape. Tires, paint and trans. are new, \$1,250, 486-1823.

OAK DOOR, new, exterior, 1 3/4" x 36" x 80", solid core, \$35, 456-4218.

PROM DRESS, lavender, lace, sz. 7-8, excellent cond., 485-2002.

CEMETERY LOTS, 4 in Covington Gardens, \$750, or 2 for \$400, 745-2433.

RIDING MOWER, Snapper 28", 8 hp, like new, \$900, 483-1383.

'78 BUICK REGAL, hardtop, sharp, white, red velour, 424-0221.

UMBRELLA TENT, 2 cots, stove, lantern, gas can, 426-5811.

'80 CHRYSLER LeBARON, portable dog cage; pool slide & diving bd., 489-3844.

BULK RATE
U.S. POSTAGE
PAID
FORT WAYNE, IN
Permit No. 40

ALLEN COUNTY PUBLIC LIBRARY
P O BOX 2270
FORT WAYNE IN 46801

MAIL, INC.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(for quickest response, please mail non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)







HECKMAN
BINDERY INC.



AUG 94

Bound - To - Please® N. MANCHESTER,
INDIANA 46962

